



# APT

## AUTOMOTIVE PRECISION TECHNOLOGY

# Sustainability Report

2024

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# INTRODUCTION

At Automotive Precision Technology (APT), we pride ourselves on being the premier supplier of extruded aluminum vehicle components and lightweighting solutions. For us, sustainability is at the core of our identity and guides every aspect of our operations. Our goal is to blend cutting-edge technology with eco-friendly practices, ensuring we reduce our environmental impact while delivering high-quality products. This sustainability report showcases our commitment to green innovation, the well-being of our employees, and strong governance practices that ensure transparency, accountability, and ethical business operations.

Our leaders are deeply committed to sustainability, guiding our efforts to create a more responsible and sustainable future. With our headquarters in the United Arab Emirates, our principles and direction are synonymous with the spirit of the region, comprising a strong desire to grow, develop, and add value for our global customer base. We are proud to present our first sustainability report, marking a significant milestone in our journey towards a cleaner, more sustainable automotive industry.

*Join us as **we drive towards a better future.***

# LETTER FROM OUR CEO

Dear Stakeholders,

I am pleased to present to you Automotive Precision Technology's (APT) Annual Sustainability Report.

At APT, we believe that sustainable business practices are integral to our long-term success and contribute positively to the communities and environments in which we operate.

In the past few years, despite facing challenges like global supply chain disruptions and market uncertainties, we remained committed to our ESG principles. This report outlines our efforts and achievements across environmental stewardship, social responsibility, and governance practices throughout the year.

We recognize that our stakeholders, including customers, employees, investors, and communities, expect transparency and accountability from us. We are committed to continuously improving our ESG performance, driven by the feedback and engagement of all our stakeholders.

Thank you for your ongoing support and partnership as we strive to create value while making a positive impact.

Sincerely,

**Aron Majgier**  
**Chief Executive Officer**



# HIGHLIGHTS

**20+ YEARS**

OF GLOBAL SUPPLY EXPERTISE

**4 MILLION+**

MANUFACTURED PARTS PER YEAR

**12+ COUNTRIES**

SUPPLIED INTERNATIONALLY

**98000 SQ FT**

MANUFACTURING AREA AND OFFICES ON ONE SITE

**170+ EMPLOYEES**

**PARTICIPATION IN  
COP28**

# OUR HISTORY

Our business DNA stems from our culture, historical experience, and commitment from our owners, Al Ghurair Group. Automotive Precision Technology (APT) has progressed greatly over the decades; we are proud of our heritage and also the direction we are heading as led by our current management team.



## 1997

The business was founded as Sport Carrier Ltd in the United Kingdom. This specialist manufacturing entity predominantly produced extrusions from the trade and supplied roofing application parts, particularly for the luggage and equipment carrying industry.

## 2010

REFCO Metals was born from Al Ghurair Group's full acquisition of Sport Carrier. At this point, the UK business had become a major supplier of sunroof components to the car trade, including guide rails, wind deflector blades, and pull bars manufactured to customer specifications.



## 2013

REFCO Metals LLC's new dedicated factory was officially inaugurated on 5th November 2013, in Jebel Ali, Dubai, UAE. The opening was attended by Mr. Saeed Mohammed Al Tayer, CEO and MD of Dubai Electricity and Water Authority, and Mr. Majid Al Ghurair, CEO of Al Ghurair Group.

## 2021

A successful rebrand and new company entity is formed as Automotive Precision Technology (APT). The rebranding purpose is to align the business focus and dedication to supply the automotive industry by utilizing cutting-edge technology to supply extruded aluminum alloy parts to the global market.

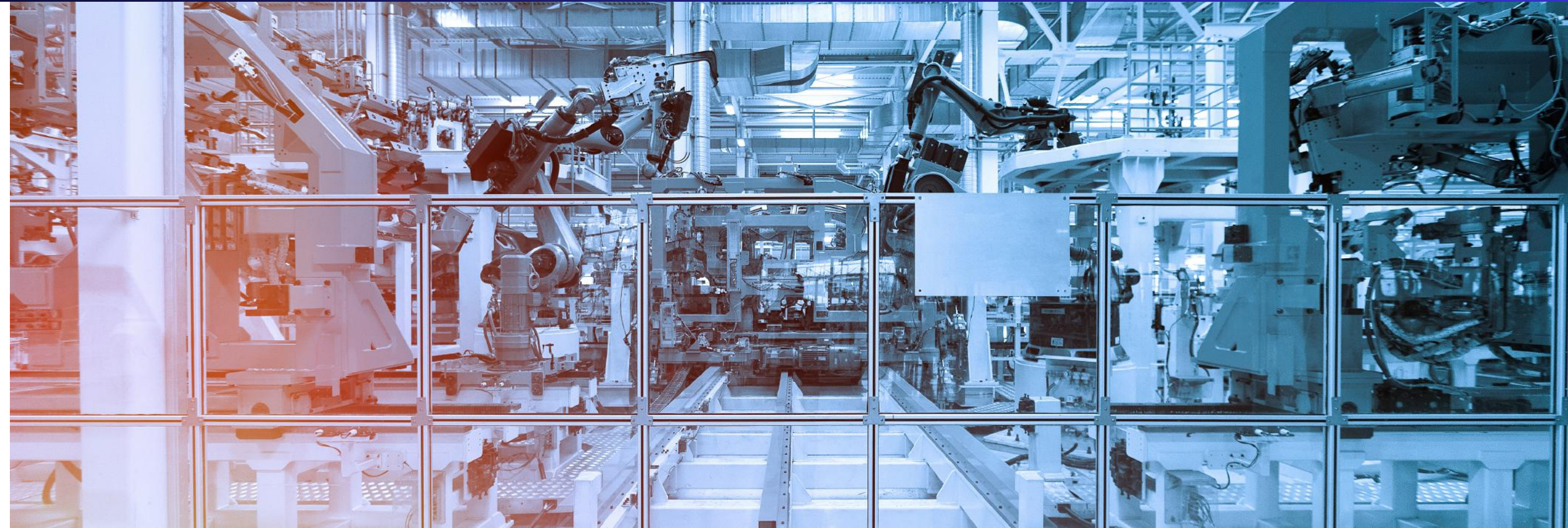


## OUR VISION

**To be the #1 supplier of choice for  
automotive extruded aluminium components.**

# OUR MISSION

To support the global movement in sustainability by providing innovation in aluminium extrusion & manufacturing services for the automotive industry to produce safer, lightweight & greener vehicles



# OUR CORE VALUES



## Accuracy

The nature of the automotive industry is centred on precision and repeatability; this forms part of our DNA with the passion to supply with consistency and to adopt a philosophy of continuous improvement (Kaizen).



## Professionalism

To deliver our services at the expected levels of quality, speed, and price, our people conduct their approach to work in an industry-leading way, combining the latest manufacturing technology and principles.



## Teamwork

The essence of business success is to focus on the common goal; synergy between internal resources and external supplier/customer teams is critical for any project excellence.

# OUR SERVICES



## Extrusion

Our experienced cross-functional teams provide detailed technical guidance to customer extrusion profile designers to help make each project a success.



## Manufacturing

From customer design to tangible fabricated and finished components, we are here to make your automotive concepts a reality using various state-of-the-art production equipment and methods.



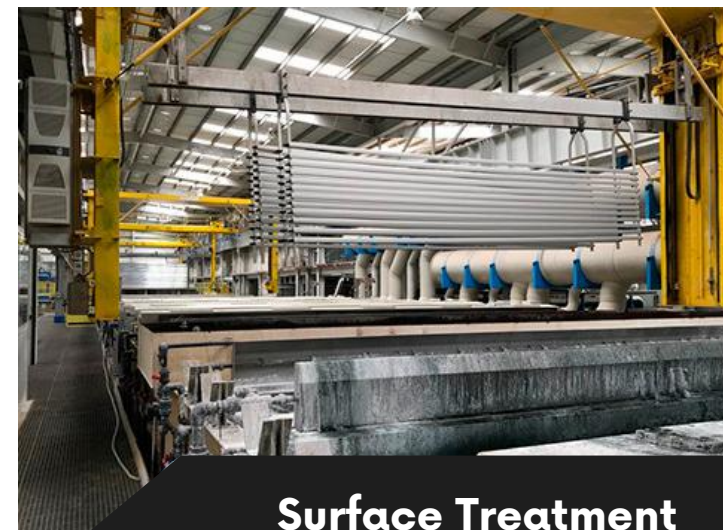
## Design for Manufacture (DFM)

Essential to any project success is careful planning and customer design reviews. Our team provide guidance from the start of a project to ensure feasibility is met.



## Tooling Design

Covering prototyping to serial production, our in-house capability to create necessary tooling combined with our matured & reputable toolmaker network is a core part of our service delivery.



## Surface Treatment

Our in-group spectrum of surface treatment options provides our customers with peace of mind as a "one-stop-shop" for a fully finished component, ready for assembly into vehicles around the world.



## Logistics Solutions

An often overlooked aspect of any project is the packaging and logistics of finished products. Our team are experienced in developing suitable packaging concepts in collaboration with our packaging supplier experts, to ensure safe transit of components around the globe.

# OUR PRODUCTS



## Sunroof Components

The properties of aluminium extrusion allow for the application of curving components to match the shape of the vehicle roof contours. Typically, our sunroof manufacturer customers require mechanism guide rails and other key components to be shaped with a gradual curvature. By using compression bending, we are able to control the manufacturing process without deforming extrusion profiles. The shaping process requires a more malleable form prior to bending, with an age-hardening (by oven) process to complete the fabrication and material temper to customer specification. Our extrusions team are notorious for achieving intricately- designed shapes to tight tolerances to support the sunroof industry segment.



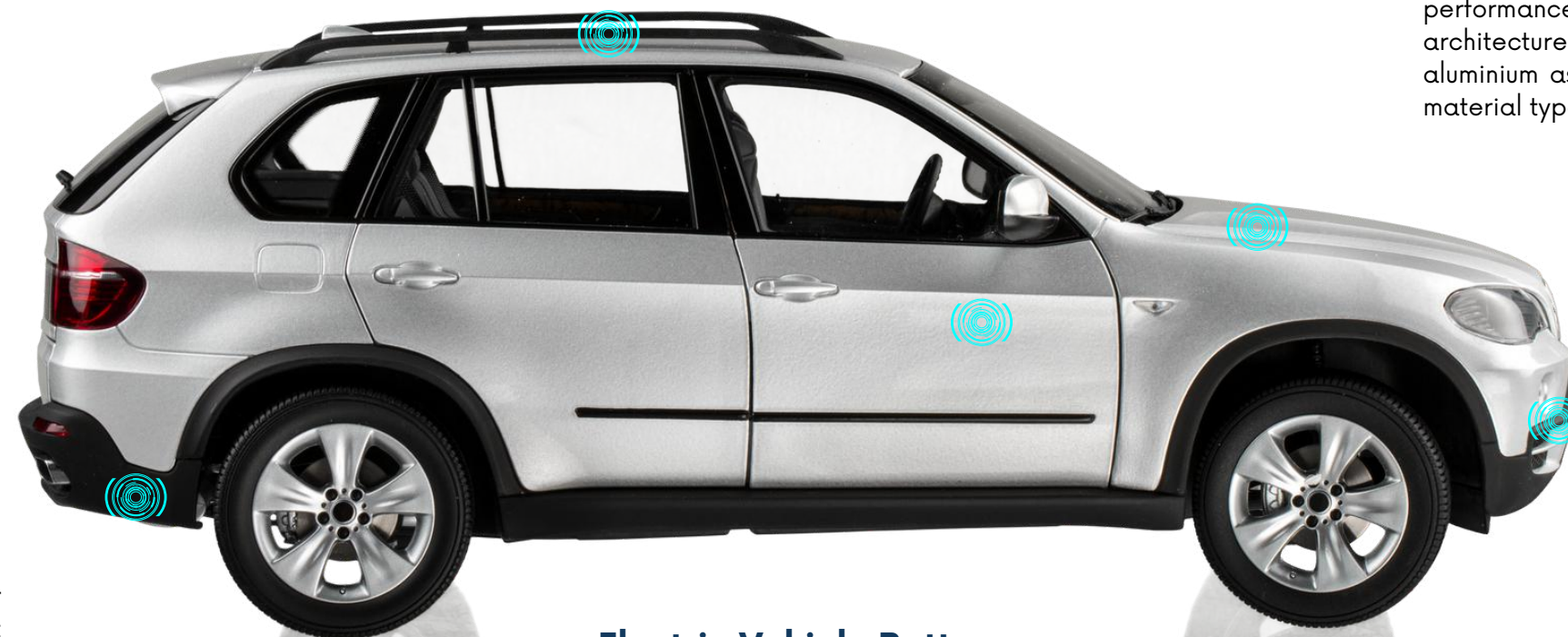
## Vehicle Body, Chassis And Sub-Assembly Parts

Due to the lightweight yet strong properties of aluminium, designers of today's motor vehicles are always looking at ways to improve performance and dynamics; this pushes the boundaries for structural architecture within the vehicle itself. By continuing to optimise extruded aluminium as well as interfacing with other aluminium forms and other material types, vehicles are becoming safer and more efficient.



## Sill And Rocker Components

A strong vehicle design by manufacturers often includes LHS and RHS structural Sill and Rocker parts; these large components act as support structures for the sides of the vehicles and are integral to the side impact of the vehicle itself. As the aluminium extrusion trade has evolved, leaders in the industry are capable of supplying high strength yet ductile material that can crush or bend in desired ways to minimise the effects of a vehicle impact; improving overall safety for passengers.



## Electric Vehicle Battery Application Components

With the world moving towards a carbon-neutral target, green vehicles are pivotal in this ambition to act upon initiatives by global governments. Core to the Electric Vehicle (EV) or hybrid system is the EV battery cell. The aluminium extrusion process with associated fabrication proves to be very useful to vehicle designers to produce ergonomic and robust EV battery cell housing and enclosures that are built to last.



## Front And Rear Bumper Sub-Assemblies

As fabrication experts in the field of aluminium extrusion, APT can cater for high volume curved profiles that are a necessity for such applications as bumper beams or associated areas of a vehicle. Our plant setup means we are geared up to cater for volumes between 1,500 to 20,000 parts per week. The processing of these typical bumper products requires metal forming methods including stretch bending to rapidly and accurately curve the material to the required shape. After this, we also offer our expertise in robot welding, which uses CMT (Cold Metal Transfer) technology, as well as heat treatment and high volume CNC milling to competitively produce the desired finished products.



APT is certified to the IATF 16949 and VDA 6.1:2016 internationally recognised Automotive standards, to provide assurance to existing and future customers whilst aligning to the company mission and vision, committing focus to the automotive sector.

**asi** Aluminium  
Stewardship  
Initiative

We are also member of ASI and  
Our target for 2024 is to successfully  
complete the certification audit.



VDA 6.1  
IATF 16949:2016  
ISO 14001:2015

ISO 45001:2018  
ISO 50001:2018

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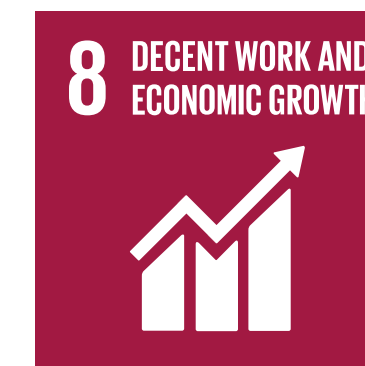
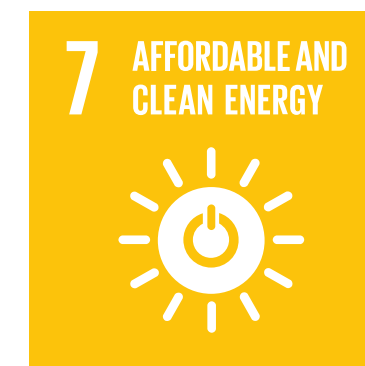
# COP28



In the end of 2023, APT also made its mark at COP28, the 28th Conference of the Parties under the United Nations Framework Convention on Climate Change (UNFCCC), held in the Expo City, Dubai, United Arab Emirates. This global summit, gathering visionary leaders and passionate professionals, was the perfect stage for us to showcase our commitment to sustainability. With our own stand, we proudly highlighted our innovative green initiatives and engaged in dynamic dialogues on shaping a greener future. Being part of this event not only reinforced our dedication to environmental stewardship but also inspired us to push the boundaries of what's possible in sustainable development.

# ABOUT THIS REPORT

In recent years, environmental and social concerns have gained increasing attention. With the global population projected to hit 9.7 billion by 2050, society is confronted with challenges including poverty, hunger, energy demands, climate change, and various conflicts. Among these, the issue of climate change is considered to be the cause of widespread natural disasters that occur frequently all over the world every year, including the storm we experienced recently with highest rainfall in 75 years. To address these issues, The UN adopted 17 Sustainable Development Goals (SDGs) and 169 targets, and there are high expectations that corporations as well as nations will play a major role in realizing these SDGs. APT fully supports all of these goals. However, we believe it is more effective to concentrate our efforts on specific areas where we can make the most impact. Therefore, we have chosen to focus on five key goals.



## THE GLOBAL GOALS

The basis of preparation of this report takes into account guidance from the Global Reporting Initiative (GRI) standard, United Nations SDGs, and United Nations Global Compact Index. This report was made with external independent sustainability experts from Brolch Consulting. We also want to say thank you to our stakeholders who have given their highly valuable feedback about our performance. The data presented reflect 2023 performance unless otherwise stated.

# ENVIRONMENT

EMISSIONS AND ENERGY

OUR NEW FACTORY

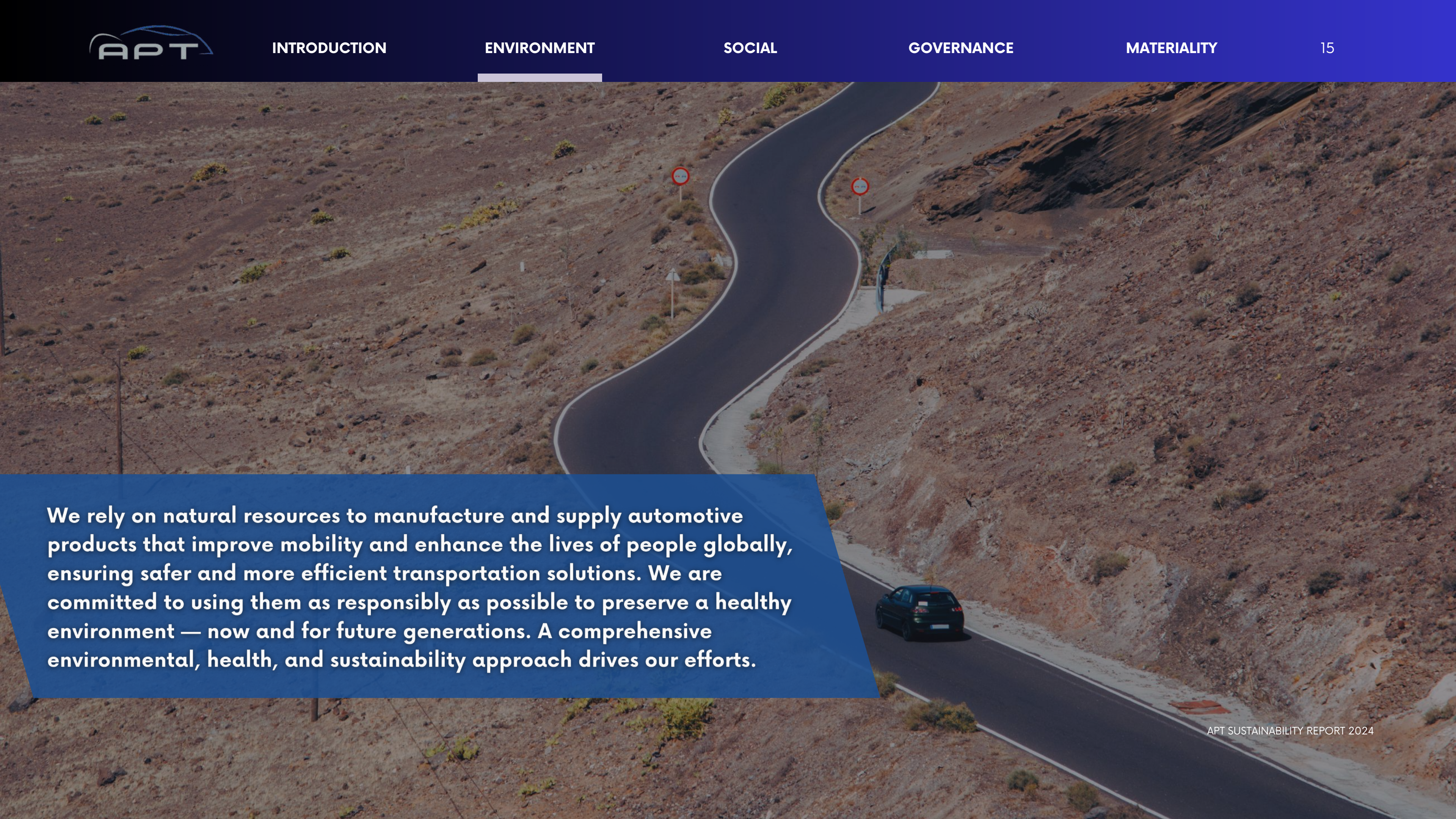
LIFE CYCLE ASSESSMENT

WASTE MANAGEMENT

PACKAGING

WATER

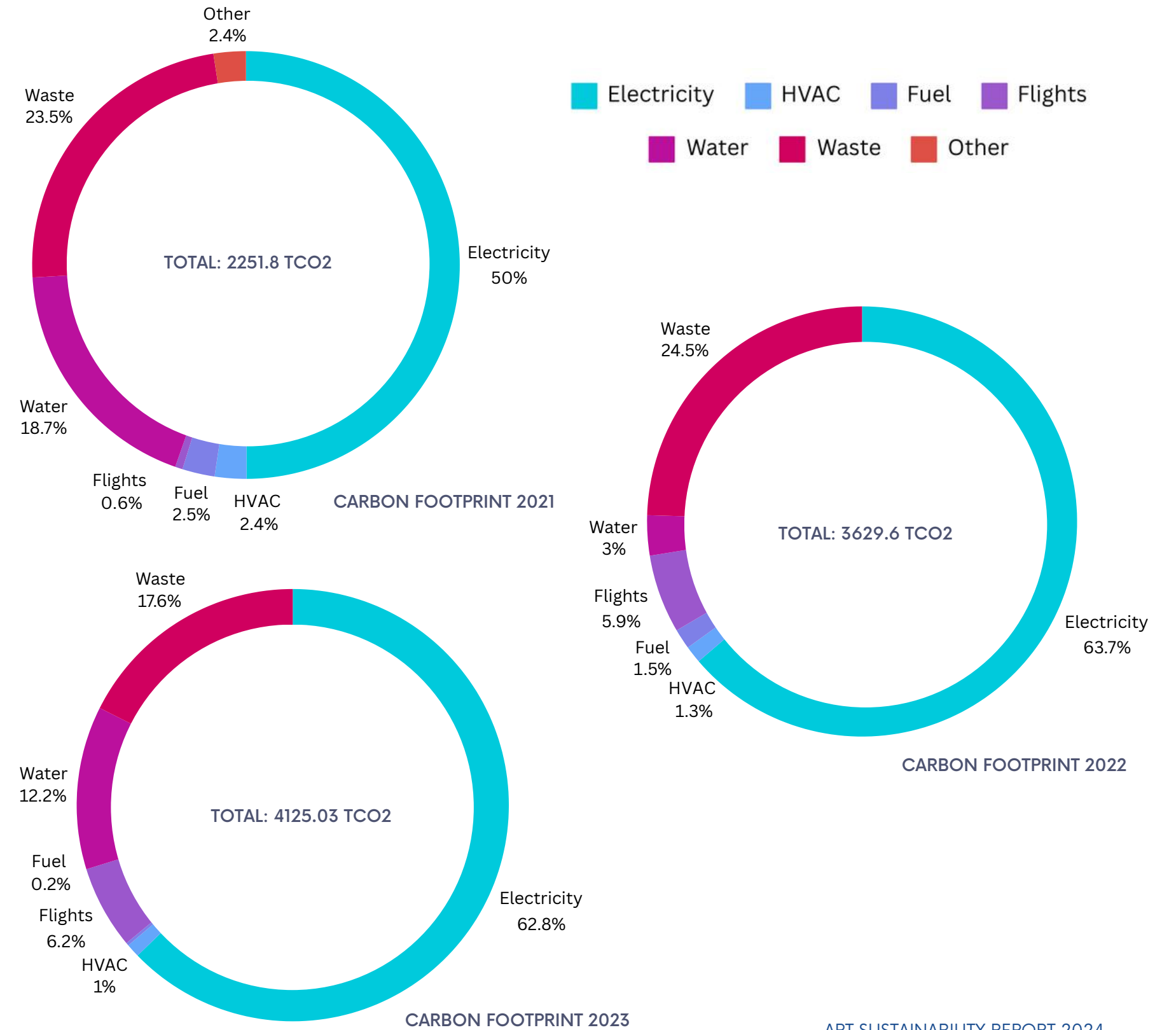
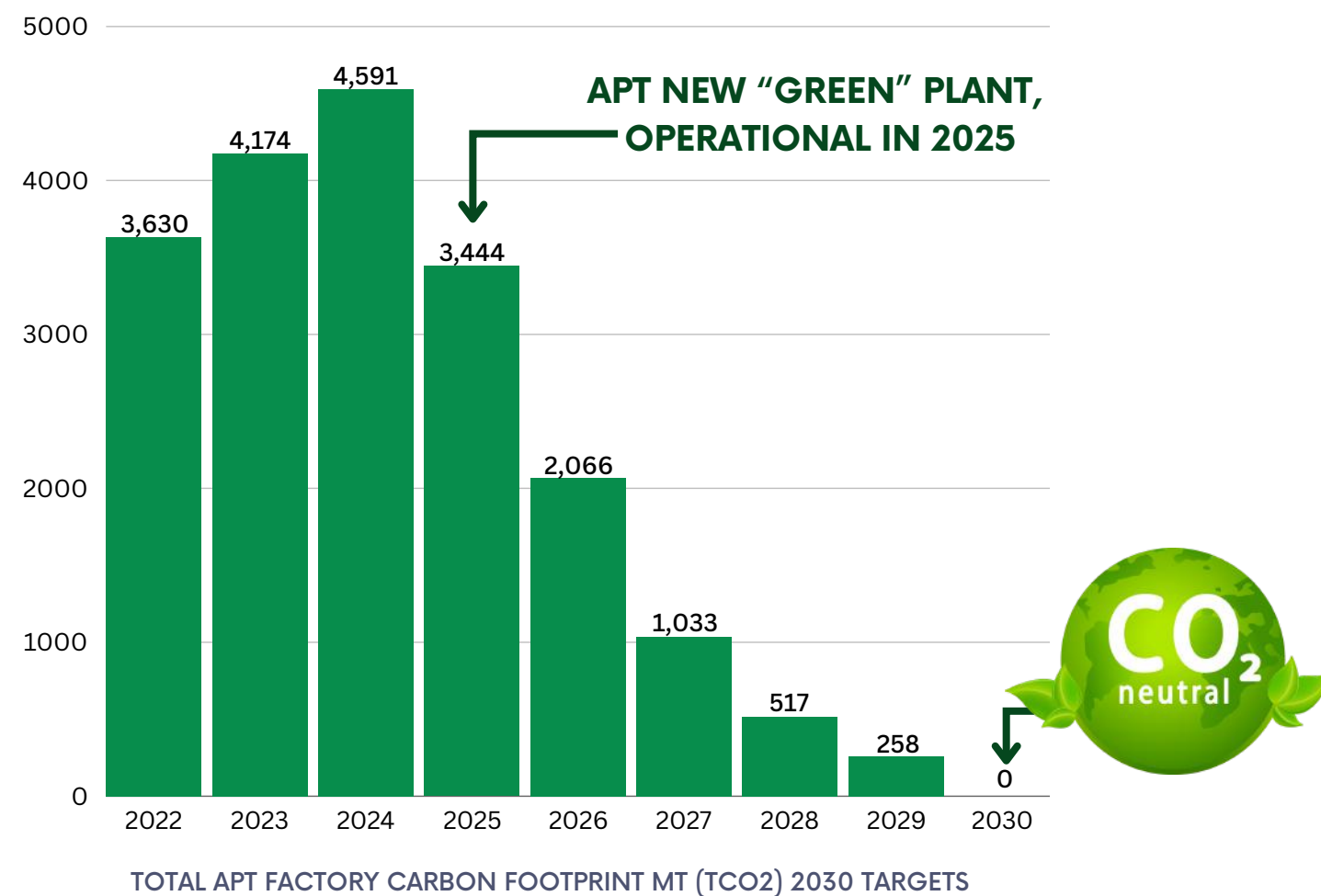
BIODIVERSITY



**We rely on natural resources to manufacture and supply automotive products that improve mobility and enhance the lives of people globally, ensuring safer and more efficient transportation solutions. We are committed to using them as responsibly as possible to preserve a healthy environment — now and for future generations. A comprehensive environmental, health, and sustainability approach drives our efforts.**

# ENERGY AND EMISSIONS

Mobility is a crucial component of modern lifestyle. However, automotive suppliers have a particular responsibility because their production processes consume resources, and their emissions significantly impact the global climate. Over the past three years, our carbon footprint has risen due to increased production. Our data analysis indicates that electricity consumption is the primary contributor to our carbon emissions.



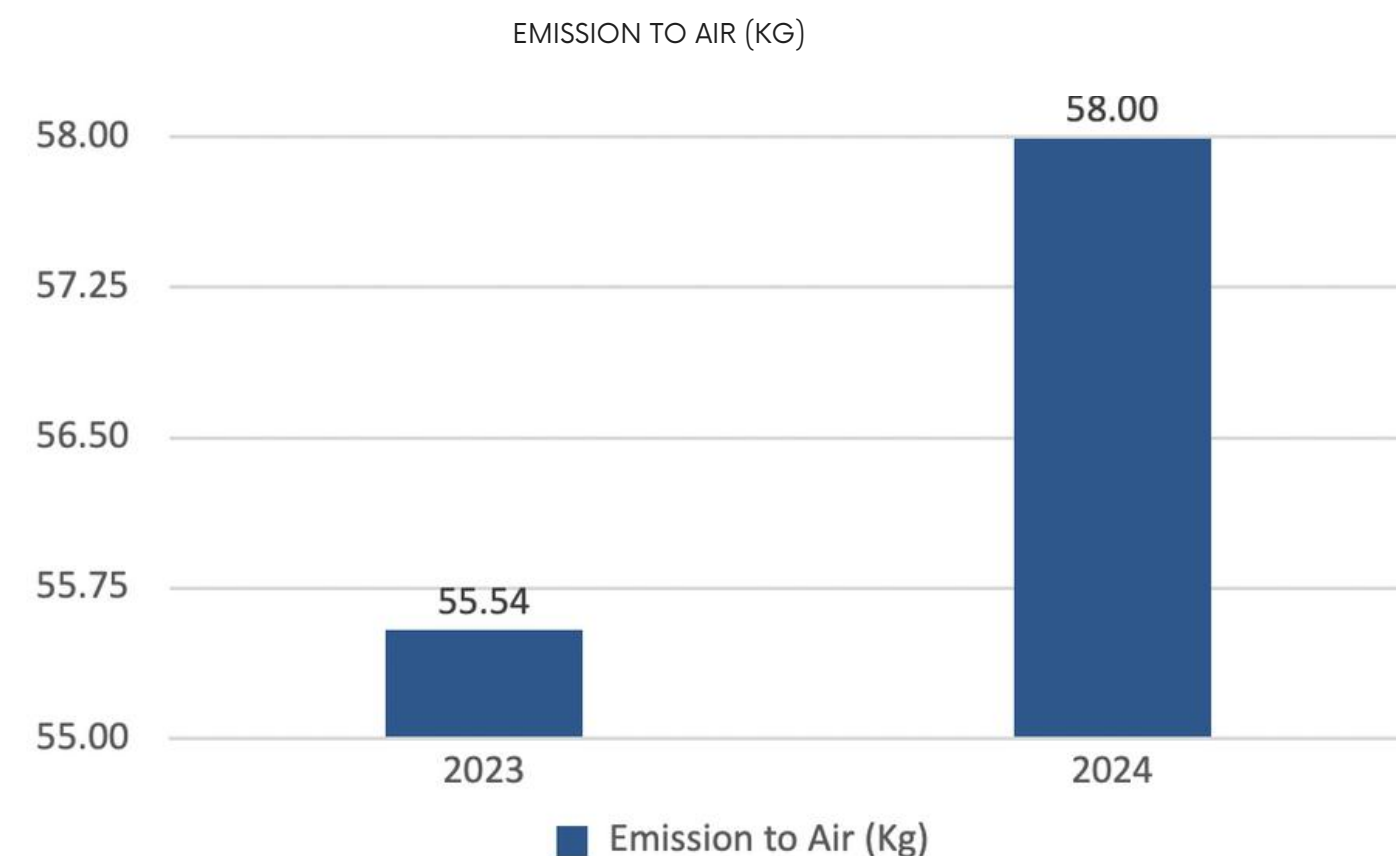
| SR. NO. | DESCRIPTION                                                                             | RESULT (mg/Nm <sup>3</sup> ) | LIMITS (Max) (mg/Nm <sup>3</sup> ) |
|---------|-----------------------------------------------------------------------------------------|------------------------------|------------------------------------|
| 1       | Total Suspended Particles (TSP)                                                         | 11.58                        | 250                                |
| 2       | Sulphur Dioxide (SO <sub>2</sub> )                                                      | 3.92                         | 500                                |
| 3       | Oxides of Nitrogen (DNO <sub>x</sub> ) (expressed as Nitrogen dioxide NO <sub>2</sub> ) | 30.95                        | 500                                |
| 4       | Carbon Monoxide (CO)                                                                    | 37.69                        | 500                                |

| TARGET                                                                                    | TARGET YEAR |
|-------------------------------------------------------------------------------------------|-------------|
| Reduction of GHG emissions intensity (Scope 1 and Scope 2) by 15% from the 2024 baseline. | 2030        |

## STRATEGIC PLAN

1. Transition to renewable energy at our smelters.
2. Enhance operational efficiency through technological advancements.
3. Promote Supplier Management Program to drive responsible practices across our supply chain.
4. Invest in our project and internal capacity enhancement initiatives.
5. Regular cleaning and maintenance for discharge chimneys.
6. Training for operator for the maintenance of equipment.

| SR.NO | YEAR | DURATION                                              | EMISSION TO AIR (Kg) |
|-------|------|-------------------------------------------------------|----------------------|
| 1     | 2023 | August to December                                    | 55.54                |
| 2     | 2024 | January to May<br>(considering it as a Baseline Year) | 58.00                |



Energy consumption is a high priority for an industrial company like APT and is a core element of our management system. As part of our commitment to efficient energy utilization, we are ISO 50001:2018 certified. Our factory regularly evaluates their energy supply and other energy-related activities. This includes conducting audits, identifying potential for improvement, and defining measures to increase energy efficiency and reduce consumption, all in accordance with our comprehensive energy management plan.

In alignment with the United Nations Sustainable Development Goal 7 - Affordable and Clean Energy, we have set ambitious goals and targets to further enhance our energy management practices for following years. One of our targets is to reduce energy consumption by 10% till 2025. Additionally, to that we have also explored potential in nuclear energy.

Transitioning to purchasing nuclear energy, it serves as an effective strategy for reducing carbon footprint. By opting for nuclear energy, which generates electricity without producing greenhouse gas emissions, individuals and organizations can significantly mitigate their environmental impact. This transition entails shifting away from reliance on fossil fuels, such as coal or natural gas, which are major contributors to carbon dioxide emissions and climate change. Embracing nuclear energy as a cleaner alternative aligns with sustainability goals and promotes a more environmentally friendly energy landscape. Additionally, investing in nuclear power can contribute to diversifying the energy mix and ensuring a reliable and resilient power supply for the future.

APT has set a target for 2024 to obtain the I-REC Standard certification. The I-REC Standard is the certification required for nuclear energy in the UAE to be recognized as clean energy. The Abu Dhabi Department of Energy has adopted this internationally recognized attribute tracking system to issue Clean Energy Certificates. These certificates validate and certify the generation of electricity from renewable and nuclear sources, supporting claims of low or zero-emission energy consumption and helping to reduce the carbon footprint associated with power generation.

To further demonstrate our commitment to sustainability, we are also constructing a new factory that follows the best practices in energy efficiency and environmental stewardship, ensuring that our growth is aligned with our sustainability goals.



# NEW – MORE SUSTAINABLE FACTORY

With each new factory, we aim to manufacture our products more sustainably.

Phase 1 will kick off in the first quarter of 2025, with the factory portion becoming operational. This phase involves the installation of production machinery, which will be fully functional and ready to start production. The new factory's advanced equipment will enhance our production capabilities while adhering to our sustainability goals.

Meanwhile, phase 2 will see our administrative offices continuing to operate from their current location until second part of 2025. During this period, we will manage our operations from two separate locations: production will be handled at the new factory, while administrative functions will remain at the existing office building. This phased approach allows for a smooth transition, with all activities and operations gradually shifting to the new location by the end of second quarter of 2025.

A significant highlight of our new facility is the installation of 4,482 solar panels. These panels are expected to generate 4,782,727 kWh annually, with a specific production rate of 1,593 kWh/kWp per year and a performance ratio of 74.77%. We are also planning to make an assessment to determine how many additional panels can be installed based on future requirements. This substantial investment in renewable energy underscores our commitment to reducing our carbon footprint and we aim to set an example for sustainability in our industry, ensuring that our growth is aligned with our environmental initiatives.

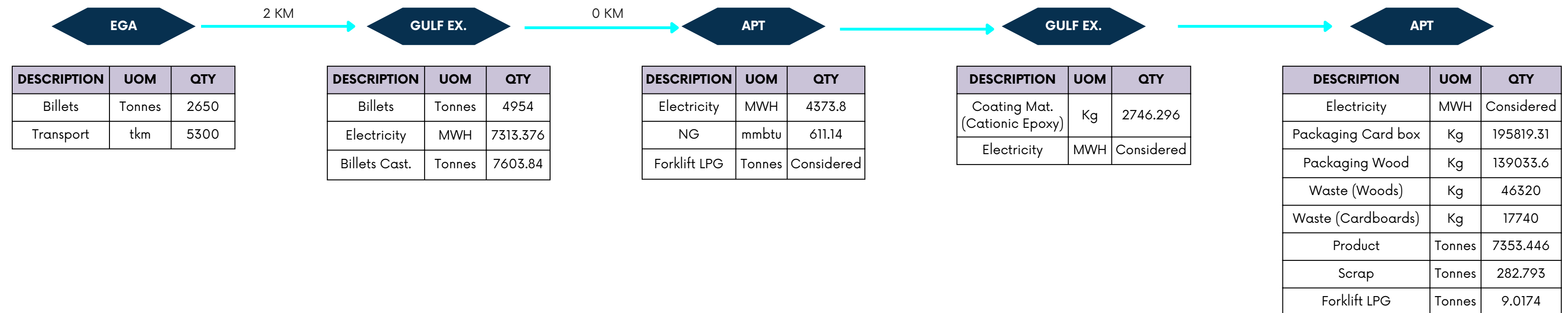
**We build our new factory to limit waste, water usage and energy consumption.**

# LIFE CYCLE ASSESSMENT

Our goal is to set targets that are both meaningful and thoughtful. When we talk about our net-zero ambitions, this includes the full product lifecycle. In 2024, we conducted our first life cycle assessment (LCA) for our products. This is crucial for understanding and mitigating the environmental impact at every stage of our products' existence, ensuring we make informed decisions to support sustainability and drive continuous improvement in our operations.

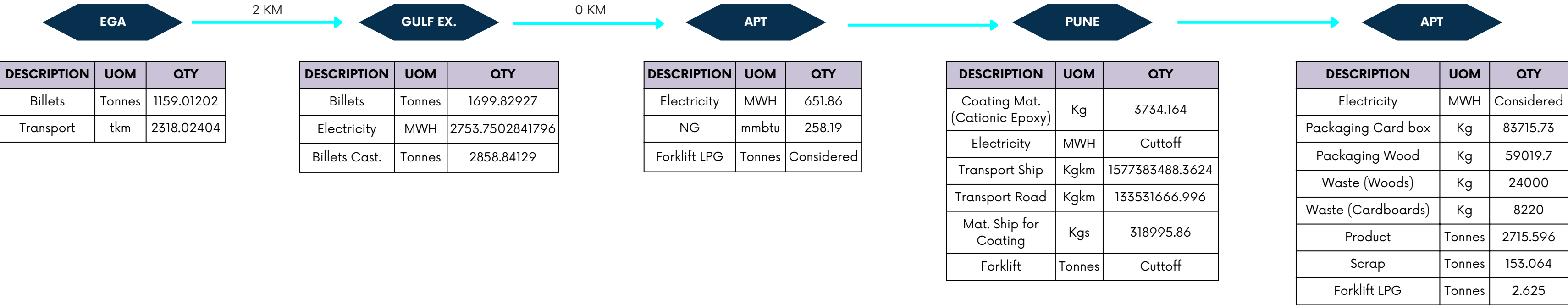


## LIFE CYCLE ASSESSMENT 2023



# LIFE CYCLE ASSESSMENT

LIFE CYCLE ASSESSMENT 2024 (JAN-APRIL)

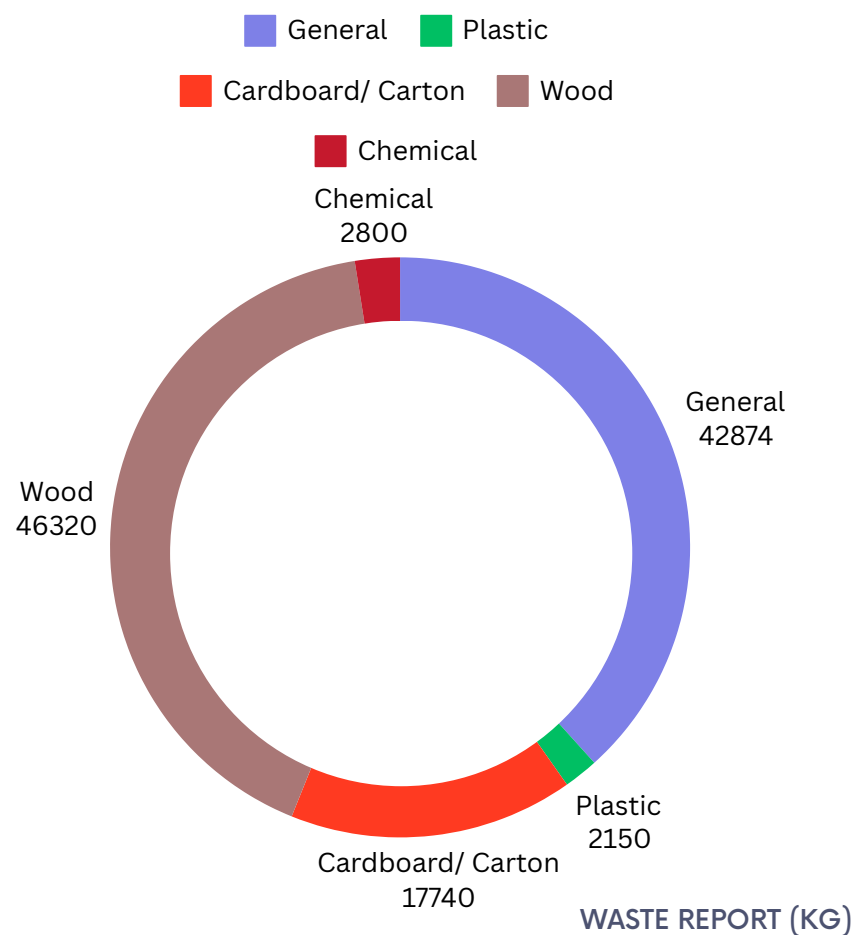
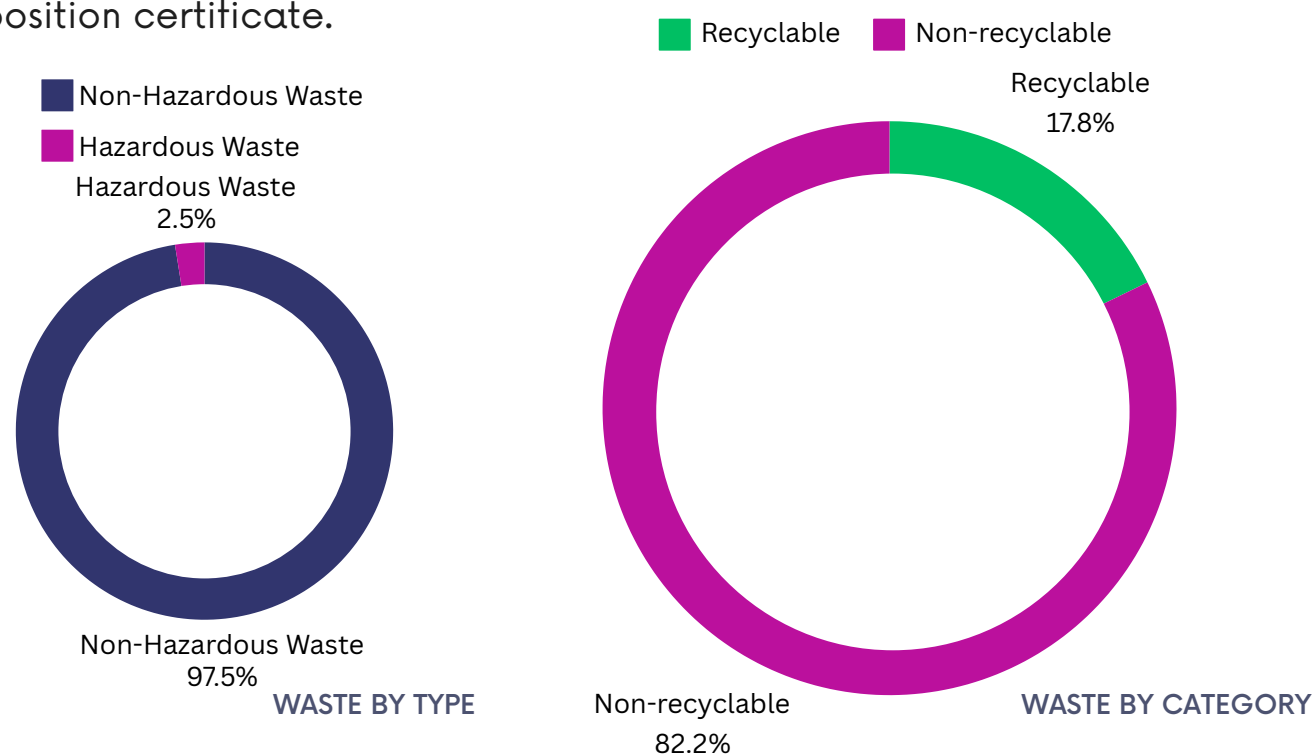


Through Life Cycle Assessments, we evaluated the environmental impacts of our products at every stage, from raw material extraction to manufacturing, distribution, use, and end-of-life disposal. By analyzing factors such as energy consumption, greenhouse gas emissions, and resource depletion, we identified opportunities to minimize our environmental footprint and enhance sustainability. This commitment to LCA ensures that our products not only meet high performance standards but also contribute positively to a more sustainable future. We continuously innovate, integrating LCA insights into our design and production processes to deliver products that are not just functional and reliable but also environmentally responsible.

# WASTE

Products have potential impacts on human health and the environment throughout their entire life cycle. We are dedicated to minimizing these impacts, not just during the manufacturing phase, but also across all other stages. Our environmental management system is aimed at continuously reducing the amount of waste generated. To ensure proper handling and disposal, we have appointed a third party to collect all our waste, managed according to our waste management procedure. We have set a target to reduce waste by 15% by 2025.

Product optimization is carried out prior to proceeding with serial production in order to reduce aluminum scrap; however, the waste generated during the process for manufacturing components is given 100% to the supplier for recycling. Additionally, our facility informs customers that the components produced are recyclable materials by providing a material composition certificate.



As part of our sustainability strategy, we're engaging suppliers in our efforts to reduce waste by lowering the impact of packaging as part of our waste management reduction plan. Consequently, we have developed new packaging solutions that are more sustainable and environmentally friendly, further reducing our overall waste footprint.

# PACKAGING

Our commitment to sustainability does not end when our products have been manufactured — it continues throughout the distribution process to destinations around the world. When it comes to our product packaging, we have many considerations, with the most important being focused on customer needs, quality, and the environment. We must ensure that we are balancing the need for protecting the product with protecting the planet. We're working with suppliers to create lower-impact packaging that supports our sustainability and business goals. Together, we identify solutions that either eliminate packaging materials supplied to us or ensure those we do use can be reused. This includes optimizing design to reduce material use and introducing reusable options. A significant step we've taken in this direction is the reduction in wooden pallets by replacing them with metal cages to store parts, enhancing durability and reusability.



# WATER

Water is essential for sustaining life, health, and ecosystems.

We have conducted a water assessment and confirmed that our only source of water is the Municipal Water Supply. Water is used for production processes and employee facilities within our premises.

The facility does not produce industrial wastewater; the wastewater generated is solely from sanitation purposes (domestic wastewater only). In 2023, the domestic wastewater withdrawal was 1069 m<sup>3</sup>. Water mixed with coolant used for cooling purposes is collected and disposed of by a waste management company approved by the authorities.

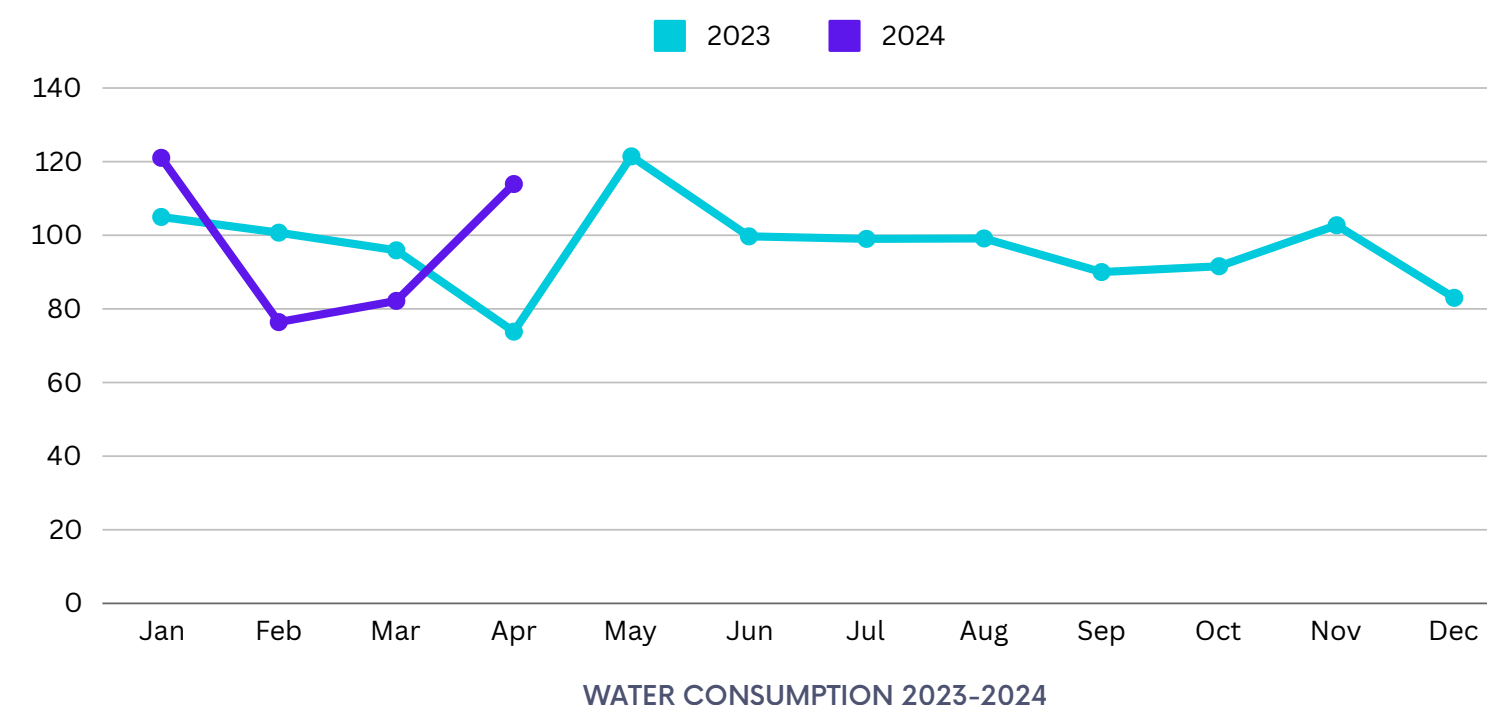
Wherever we use water, we work to minimize the impact we have on the environment. In some instances, we have established initiatives that address the water consumption and ways to minimize it.

Our approach begins with exploring and implementing various retrofit solutions to optimize water usage within our facility.

One of our key initiatives is the adoption of dry milling processes, which significantly reduce our water consumption. By eliminating the need for coolant, these processes not only save water but also reduce our overall environmental footprint. This innovative approach allows us to maintain high production standards while being mindful of our water usage.



Additionally, our drinking water is sourced locally, delivered by regional water producers to ensure sustainability and support the local economy and reducing the environmental impact associated with long-distance water transportation.



Water consumption intensity for the 2023 = 23.70 (liters/year-per person)- considering 2023 as a Base line year.

By implementing advanced treatment processes and optimizing our water usage, we aim to significantly decrease the volume of sewage generated. Our target for 2025 is to reduce sewage output by 20%.

Furthermore, we are also pleased to report that there have been no leakages reported during the reporting period.

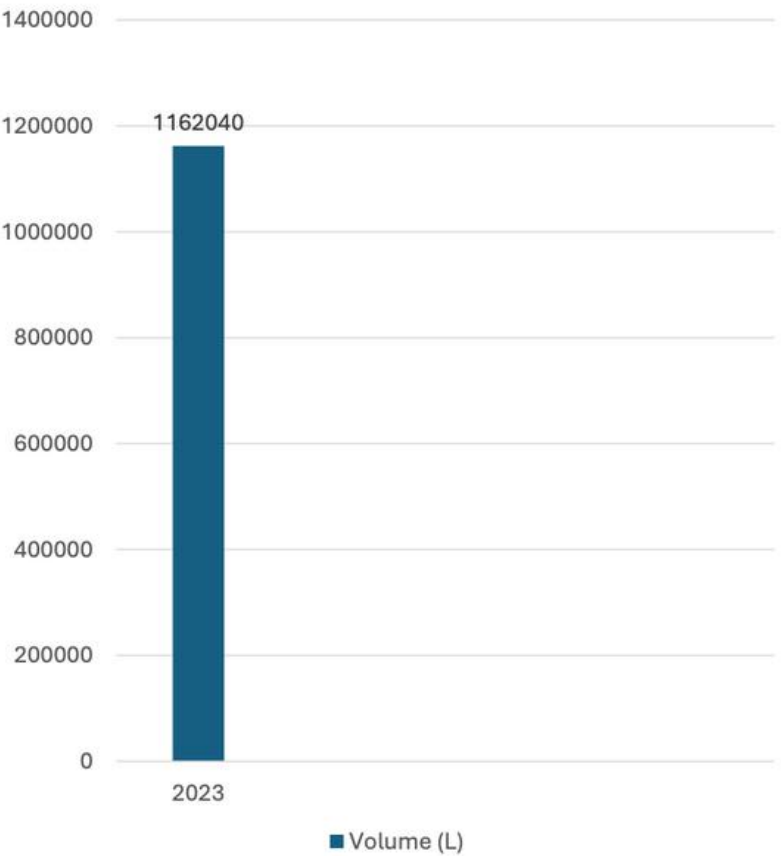
# WASTEWATER ANALYSIS REPORT

| TEST                                             | UNIT | PQL  | RESULT | DoE LIMITS |
|--------------------------------------------------|------|------|--------|------------|
| pH Value                                         |      | 0.1  | 6.92   | 6-9        |
| Temperature                                      | °C   | 0.1  | 28.6   | 45 Max.    |
| Floating Particles                               | mg/L | 3.0  | Nil    | 15 Max.    |
| Chlorides                                        | mg/L | 1    | 95     | 1000 Max.  |
| Total Dissolved Solids dried                     | mg/L | 5    | 1530   | 100,000    |
| Total Kjeldahi Nitrogen                          | mg/L | 1    | N/D    | 150 Max.   |
| Total Phosphorous                                | mg/L | 0.01 | 2.55   | 50 Max.    |
| Total Sulphides                                  | mg/L | 1.6  | N/D    | 1 Max.     |
| Sulphates                                        | mg/L | 1    | 695.0  | 1000 Max.  |
| Total Suspended Solids dried @ 103 – 105 °C Mg/L | mg/L | 3    | N/D    | 500 Max.   |
| Chemical Oxygen Demand                           | mg/L | 1.0  | 12     | 1000 Max.  |

## STRATEGIC PLAN

Wastewater (domestic) facility is managed by the facility Owner (GULFEX) and the analysis for the water is conducted by the them. Report shall be made available to 'Automotive Precision Technology (APT)' on request.

# WASTEWATER DISCHARGE VOLUME



WASTEWATER DISCHARGE VOLUME (2023)

The data is only available for 2023 as the facility was constructed and handed over in the year 2022 April, and the water was shared with GULFEX, later on the separate meter was installed for the facility to monitor the consumption.

Our target for 2025 is to reduce sewage output by 20%.

# BIODIVERSITY

Biodiversity is essential for life on Earth and plays a critical role in the functioning of ecosystems and human well-being. Despite ongoing efforts, global biodiversity is in decline, and this trend will persist unless significant changes are implemented.

So far, there is no complete picture of the impact of our own business and supply chain on biodiversity. We are at the beginning of activities in this field, comparable to early measures of climate protection that led us to today's APT sustainability strategy.

APT is already facing increased reporting obligations on biodiversity, risks and opportunities of biodiversity loss and ecosystem. We are just at the beginning of exploring biodiversity and are planning to include it in our materiality analysis and future strategy. Given that we operate in an industrial zone where there is not much biodiversity, our efforts are focused on understanding and mitigating any potential impacts. To better understand the dependencies and impacts of our business on biodiversity, we have launched activities that integrate aspects of biodiversity research into our business.

We recognize the need to increase biodiversity ambitions and prepare our organization to contribute to a regenerative economy.



# SOCIAL

EMPLOYEES

DIVERSITY

WOMEN IN OUR COMPANY

EMIRATISATION

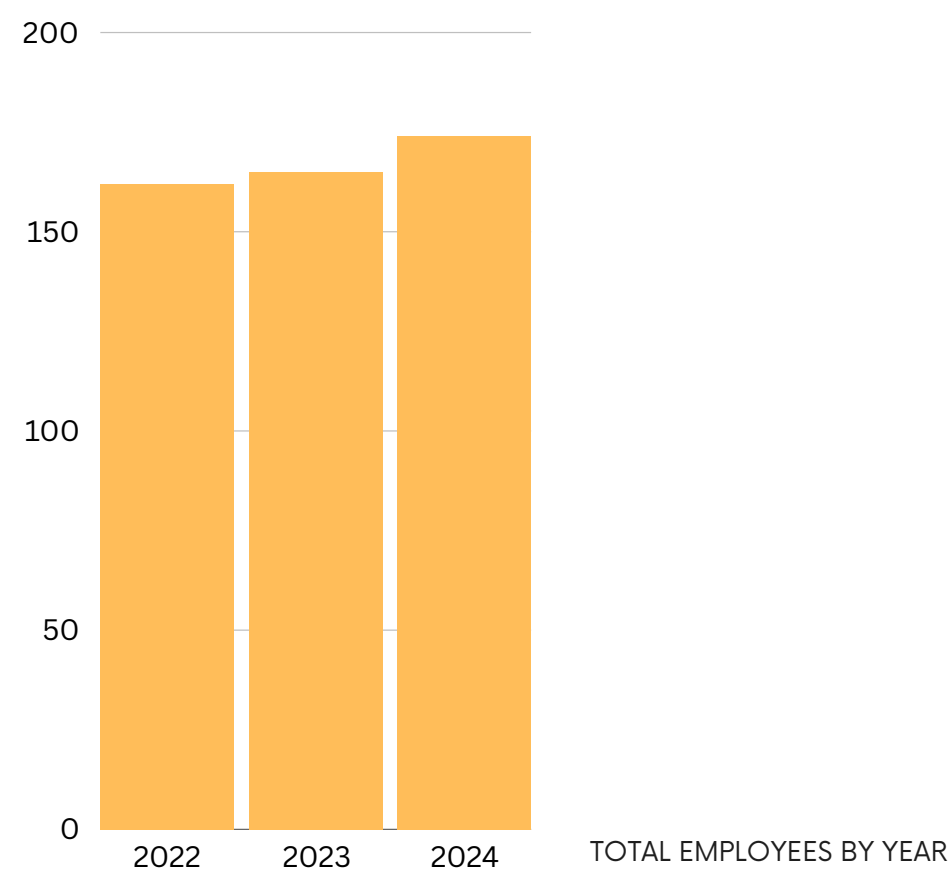
TRAINING

MENTAL HEALTH

EHS MANAGEMENT

HUMAN RIGHTS

Our employees are critical stakeholders in our business. As of May 10th 2024, APT employees numbered 174. All of our employees are working with us full time.



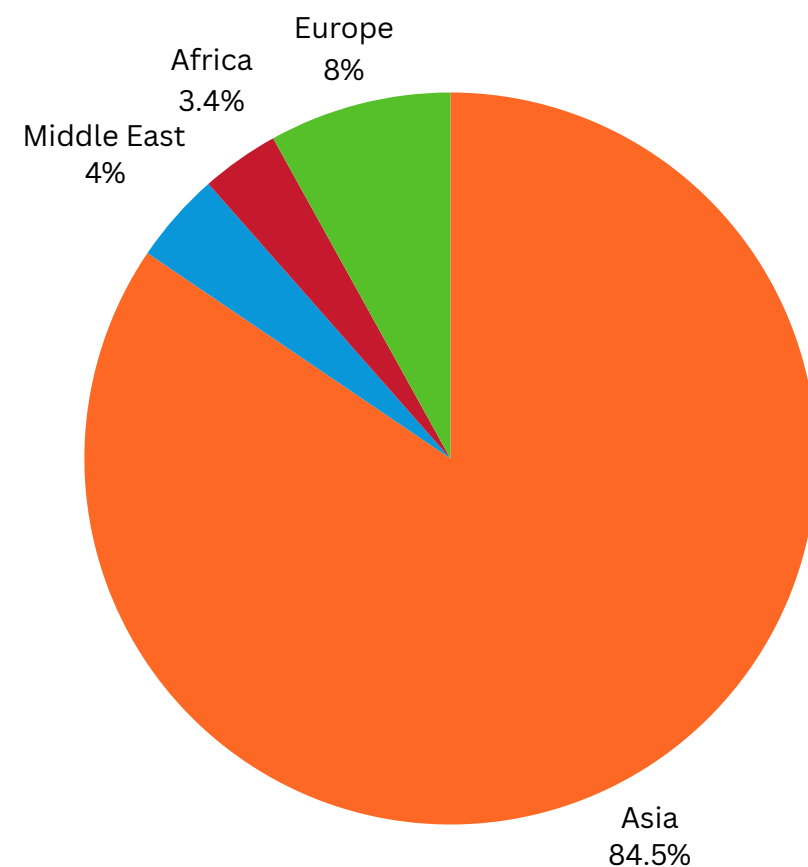
**Over the past three years, we have seen a steady increase in our workforce, reflecting our expanding production capabilities. This continuous growth demonstrates our commitment to scaling our operations and contributing positively to the local economy by creating more job opportunities.**



## Diverse Minds, Unified Vision

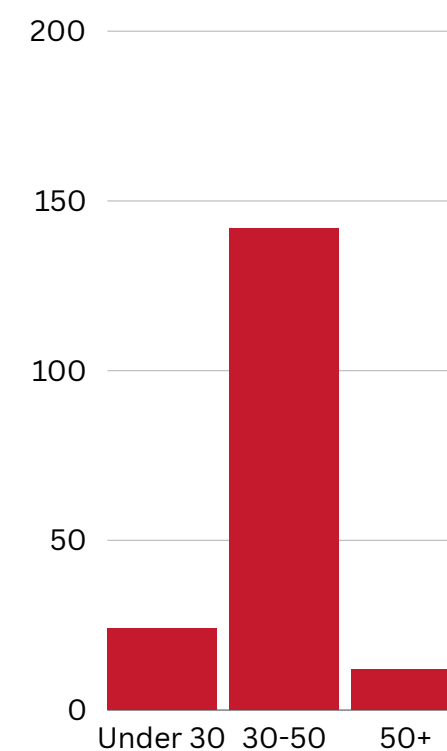
At APT, we advocate for diversity by embracing differences and respecting various values and backgrounds, including race, ethnicity, national origin, culture, religion, gender, gender expression and identity, disability, marital status, age, career, academic background, and lifestyle. Our Code of Conduct stands as a testament to our commitment to these principles, ensuring that we uphold a respectful and inclusive environment for all employees.

## Workforce of more than 15 different nationalities



EMPLOYEE DIVISION PER RACE 2024

We believe that diverse perspectives are essential for fostering innovation. According to our HR Policy Manual and Group Disciplinary Action & Termination Policy, we ensure that every employee receives fair opportunities tailored to their individual situations. At APT, we place great emphasis on equity, which means empowering the inclusion of diverse values and backgrounds, thereby enhancing innovation and creating greater value.



EMPLOYEE DIVISION PER AGE GROUP 2024

We are committed to cultivating an inclusive culture by actively uniting everyone within the business. Moreover, we strive to ensure that everyone participates in the decision-making process and that every voice is heard, regardless of their role in the company. Feedback is the breakfast of champions, but it also contributes to a good and healthy working atmosphere without hidden friction, that's why we have installed multiple suggestion boxes throughout the company where employees can leave their suggestions.



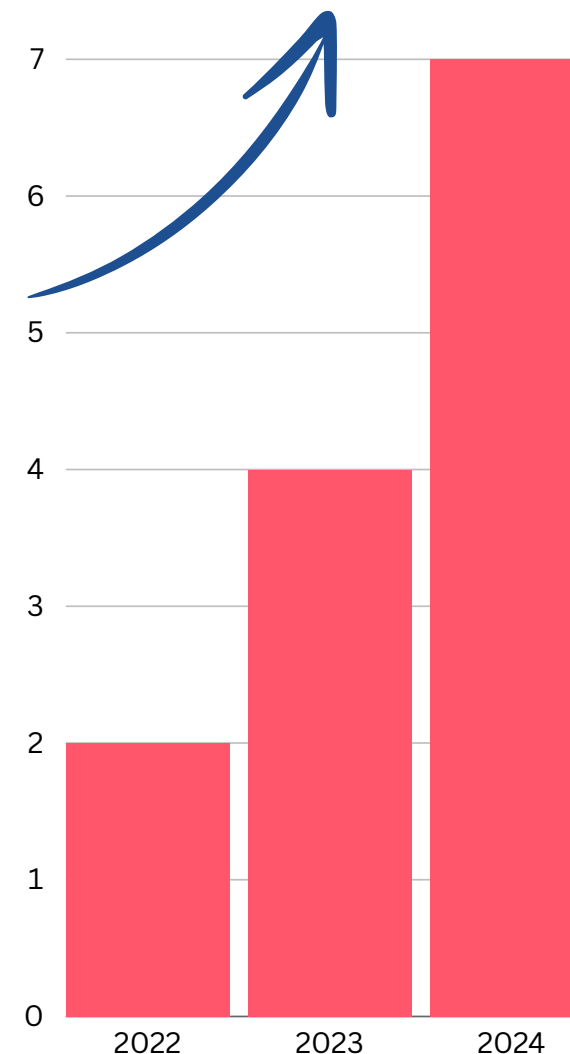
SUGGESTION BOX FROM PRODUCTION SHOPFLOOR

# WOMEN IN OUR COMPANY

We are continuing to progress our agenda to increase the number of women in APT. Approximately 4% of the employees in our organization are women which is a slight increasement from the previous year.



Underrepresentation of women in our workforce is most pronounced in production, HR, logistics and quality which is a consistent trend throughout the automotive industry. One of the challenges we face is the location of our workplace as we are located in the industrial area and it's hard for woman to reach the workplace. However, we recognize that there are improvements to be made and we are pursuing strategies to accelerate the progression of women, in managerial level roles, and in our most critical operational and technical roles, where there is the greatest level of underrepresentation. As part of our sustainability strategy, we are actively seeking ways to increase the representation of women within our organization by identifying high-potential female candidates and implementing accelerated development plans to support their progression to advanced roles.



YEARLY GROWTH OF WOMEN EMPLOYEES IN APT

## EMIRATISATION



The UAE's visionary Emiratisation program, launched to integrate more Emirati nationals into the private sector, is a cornerstone of the nation's sustainable economic development.

The Emiratisation initiative not only strengthens the local workforce but also enhances the UAE's competitive position on the global stage. We fully support this transformative initiative, and we are committed to integrating Emirati talents into our workforce. Our efforts are particularly focused on empowering Emirati women, giving them priority in our recruitment process to ensure they have extensive opportunities to grow in our company.

# UNLOCKING POTENTIAL WITH TRAINING

The education and further training of our employees are crucial for driving innovation and ensuring the long-term success of our company. APT adopts a holistic HR development approach by centering its activities around employees to attract top talent, promote ongoing education and training, and establish itself as the employer of choice for both internal and external candidates. All of our training records are kept with HR and training is organized according to our annual training plan. For instance, this April, each of our managers participated in a work trip to Poland for a leadership training program, enabling them to gain valuable knowledge. Such tailored, specific trainings are a regular activity, and **our goal for next year is to continue increasing these specific training programs within every department.**



IATF TRAINING



KIDS DAY AT WORK

# SUPPORTING MENTAL HEALTH

Achieving the right work-life balance is a significant challenge in today's society. We strive to build resilience and support our employees in finding a better balance between their careers and personal lives while minimizing stressful work situations. One of our goals for the coming year is to prioritize mental health, which we strongly believe in. During the past year, we organized special initiatives like "Kids Day at Work" BBQ Gathering, Employees of the Month and Women's Day events. And we are excited to organize even more mental health support events. **Over the next five years, our target is to introduce at least two new mental health support events annually.**



EMPLOYEE OF THE MONTH EVENT

# ENVIRONMENTAL HEALTH & SAFETY MANAGEMENT

Our EHS programs at APT must include specific areas of risk assessment and evaluation that at a minimum includes machinery and equipment safety; incident and accident management; personal protective equipment; emergency preparedness policies and action plans; fire protection; industrial hygiene; and working at height.

The EHS Management System mandates that management actively engage employees, encouraging their participation in EHS initiatives and decision-making processes. Management is responsible for defining the scope of this participation to ensure compliance with legal requirements and for involving employees comprehensively in EHS programs. These programs are supported and promoted by EHSESS Manager to foster a safe and healthy workplace environment.

**APT is ISO 14001:2015 and ISO 45001:2018 certified.**



## Some of the initiatives includes:

- Regular first aid training sessions conducted biannually for workshop employees, equipping them with essential skills to handle medical emergencies.
- Placement of AEDs in strategic locations to promptly address cardiac emergencies, safeguarding employee health.
- Occupational Health Screening - Bone Density test and Eye Checkup as part of APT comprehensive health monitoring program.
- Regular monitoring of ambient air quality and noise levels within the workplace to ensure compliance with safety standards.
- Employees trained as fire wardens to effectively respond to fire emergencies, ensuring the safety of all personnel.
- Introduction of a systematic permit system to control hazardous work activities, minimizing risks and enhancing safety protocols.
- Placement of emergency eye wash stations across company premises to promptly address any eye-related injuries and ensure employee safety.
- Adoption of an EHS application for reporting workplace observations and promoting injury-free events, fostering a culture of safety and communication.
- Dome mirrors strategically installed to prevent collisions at intersections and corners, enhancing visibility and reducing accidents.
- Implementation of speed radar systems to enforce speed limits for vehicles and equipment, ensuring safer operations within the workplace.
- Regular analysis of water samples and stack emissions to maintain environmental compliance and mitigate any potential hazards.
- Recognition program established to reward employees for outstanding safety suggestions, fostering a proactive safety culture.
- Utilization of road scrubbers to enhance yard cleanliness and uphold consistent housekeeping standards.
- Optimization of cable routes and adherence to cable management standards to prevent hazards and ensure operational efficiency.
- Thorough inspection and testing of equipment to comply with UAE regulatory requirements, ensuring workplace safety.
- Installation of protective acrylic sheets to shield employees from flying debris, enhancing workplace safety.
- Establishment of dedicated stations for cleaning and maintaining safety glasses, promoting clear vision and safety compliance.
- Provision of ORS sachets and installation of water bottle stands to combat heat stress and ensure hydration for employees.
- Activation of access control systems to safeguard property and restrict unauthorized access to sensitive areas within the workplace.
- Installation of digital counters to display lost time injury (LTI) free days, fostering employee morale and demonstrating commitment to safety.

# ENVIRONMENTAL HEALTH & SAFETY MANAGEMENT

## 2023

| S. NO | OBJECTIVE                                             | TARGET DATE | CURRENT STATUS |
|-------|-------------------------------------------------------|-------------|----------------|
| 1.    | To achieve zero LTI for employees and Contractors     | Dec-23      | 0              |
| 2.    | To have zero fire incidents                           | Dec-23      | 0              |
| 3.    | To report at least 5 near miss in a year              | Dec-23      | 5              |
| 4.    | Zero Spills                                           | Dec-23      | 0              |
| 5.    | Zero Chemical Spillage                                | Dec-23      | 0              |
| 6.    | Zero penalties / fines related to legal noncompliance | Dec-23      | 100% Achieved  |

## 2024 (JAN-JUN)

| S. NO | OBJECTIVE                                             | TARGET DATE | CURRENT STATUS |
|-------|-------------------------------------------------------|-------------|----------------|
| 1.    | To achieve zero LTI for employees and Contractors     | Dec-24      | 0              |
| 2.    | To have zero fire incidents                           | Dec-24      | 0              |
| 3.    | To report at least 6 near miss in a year              | Dec-24      | 0              |
| 4.    | Zero Spills                                           | Dec-24      | 0              |
| 5.    | Zero Chemical Spillage                                | Dec-24      | 0              |
| 6.    | Zero penalties / fines related to legal noncompliance | Dec-24      | 100% Achieved  |

In 2023, we encountered two minor first aid cases, both of which were promptly addressed and resolved by our EHSESS Manager.

Up until June 2024, we encountered 2 First Aid Cases (FAC) and 2 Medical Treatment Cases (MTC).

# MITIGATIONS OF SPILLS AND LEAKAGES

Spills and leakages may cause potential adverse environmental and health impacts on our stakeholders, including our employees and local communities. In response, we have implemented robust procedures and processes within our EMS that aim to consistently protect our people, the environment and our business operations from such incidents.

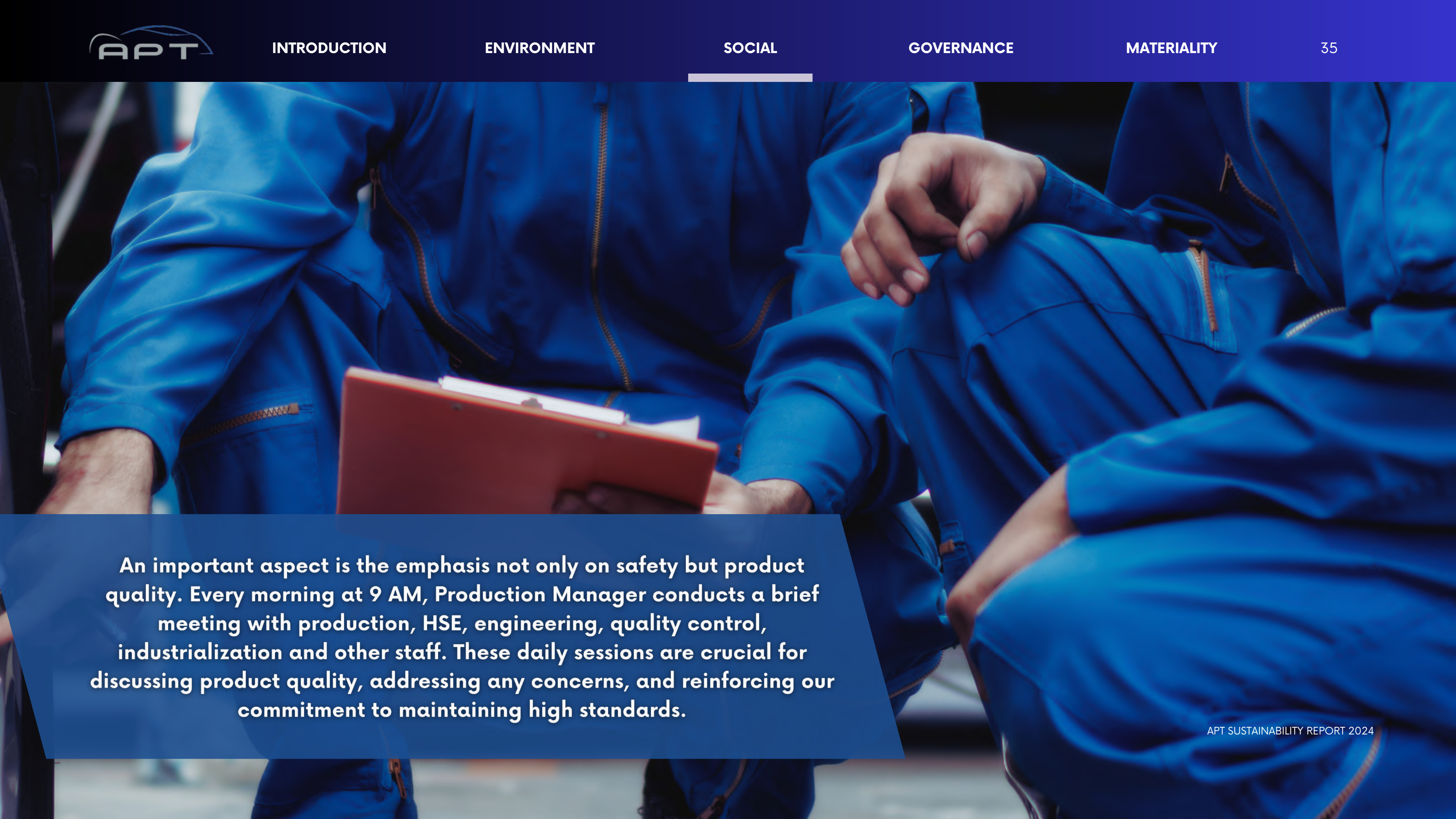
Our EHSMS also encompasses procedures and processes including maintaining sound facilities, conducting spillage handling training, implementing compliance controls and monitoring programs. Any spills and leakages are promptly reported to the relevant department and recorded internally through our EHS e-reporting system.

In the event of unexpected incidents, APT has in place an Emergency Response Procedure (“ERP”) which outlines procedures for responding to emergencies, as well as the procedure for coordination with the APT team and selected government agencies for prompt reporting of any incidents involving chemical leakage.

As part of the ERP procedure, we periodically conduct emergency drills such as:

- Spillage Prevention and Handling Training
- Leakage Drill Response
- Fire Fighting Training
- Mock Emergency Drill for Fire Alarm
- First Aid and Cardiopulmonary Resuscitation Training





An important aspect is the emphasis not only on safety but product quality. Every morning at 9 AM, Production Manager conducts a brief meeting with production, HSE, engineering, quality control, industrialization and other staff. These daily sessions are crucial for discussing product quality, addressing any concerns, and reinforcing our commitment to maintaining high standards.

# HUMAN RIGHTS

Respect for human rights is foundational in all of our business activities. We are aware of the need to more thoroughly understand the various human rights issues associated with our activities and take appropriate measures. We are committed to promoting and advancing human rights in line with the United Nations Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We strive to achieve these high standards which applies to all employees and to outside parties, including our suppliers.

To maintain strong relationships between management and workers, we emphasize respect for human rights, mutual trust, and the recognition of management and workers as essential partners driving the organization forward through mutual cooperation. We regularly organize meetings between management and workers to discuss policies and address issues, fostering an environment where employees find job satisfaction. For measures that significantly impact employees, we ensure they are informed well in advance.

We seek to abide by all applicable labour and employment laws, including those prohibiting child labor, discrimination and harassment and those providing for the reasonable accommodation of employees' needs and differences. This is addressed in our Code of Conduct, HR Policy, and training, which all APT employees must complete. Building on the foundation of awareness, education, and constructive dialogue established at APT, we are prioritizing the expansion of inclusion programs to support our employees along additional dimensions of human rights.

Additionally, if any employee who feels that we are not living up to the principles can seek redress through the email: [whistle@aggspeaksafe.com](mailto:whistle@aggspeaksafe.com) or anonymous Toll-free phone in UAE: 8005037283, or outside UAE: 00971 8005037283, as stated in our Ethics Hotline & Whistleblower Policy.



# GOVERNANCE

GOVERNANCE STRUCTURE

SUPPLY CHAIN

CYBER SECURITY & DATA PRIVACY

CORRUPTION AND ANTI-BRIBERY

TAX STRATEGY

# FOUNDATIONS OF TRUST: OUR GOVERNANCE PRACTICES

## GOVERNANCE STRUCTURE



At APT, we uphold a strong governance framework that ensures efficient management and clear accountability. APT is fully owned by the Al Ghurair Group, which oversees our operations through a well-defined hierarchical structure.

The Al Ghurair Group is governed by a Board of Directors, consisting of five members. This board is responsible for appointing the CEO of APT, who is charged with leading the company's strategic and operational initiatives. The CEO is supported by a team of 12 managers, each overseeing key functional areas within the company.

Significant decisions and the overall budget for APT are subject to the approval of the Board of Directors. This ensures that major strategic directions are aligned with the broader objectives of the Al Ghurair Group. However, the CEO is empowered to handle daily operational activities and make financial decisions up to a specified threshold. This delegation of authority allows to have responsive management of routine business matters.

To maintain seamless operations and ensure ongoing alignment with our strategic goals, the CEO holds bi-weekly meetings with all managers. These sessions are important for discussing daily operations, addressing immediate challenges, and sharing updates. Additionally, a monthly management meeting is conducted to review the company's progress towards the goals and targets, and set priorities for the upcoming period.

Through this structured governance approach, APT ensures that we operate with integrity, transparency, and accountability. Our clear definition of responsibilities and regular communication create a collaborative environment that drives continuous improvement and sustainable success.



**JAMES BEIRNE**  
Commercial Manager



**HANAN SABHA**  
HR Manager



**DILIP ARJUN**  
Finance Manager

# SUPPLY CHAIN

As a key element of our business, APT proactively manages our supply chain to amplify our positive impact on the world. To reduce shared sustainability impacts, we work to nurture a global supplier network that is strong, responsible, and reliable. As of June 2024, we have 346 approved suppliers. To gain approval, potential suppliers must complete a comprehensive survey that also includes questions on sustainability practices, such as whether they have an energy management plan.

Our procurement processes are led by Procurement Procedure. Regular supplier evaluations are conducted to ensure compliance with human rights standards and applicable laws. Looking ahead to 2024, **we have set a target to establish a specific Code of Conduct for our suppliers, clearly outlining our business principles and expectations.**



# CYBER SECURITY & DATA PRIVACY

Like many global companies, APT faces data security risks and continually monitors new and developing regulations to mitigate such risks. For example, in 2018, the European Union's General Data Protection Regulation (GDPR) replaced the Data Protection Directive 95/46/EC, establishing a framework for data protection. Recent updates in 2024 include the Digital Services Act (DSA) in the EU, which imposes new responsibilities on online platforms to enhance user protection and transparency.

In the UAE, the Personal Data Protection Law (PDPL), established under Federal Decree Law No. 45 of 2021, constitutes an integrated framework to ensure the confidentiality of information and protect the privacy of individuals. This law, which came into force in 2022, requires organizations to secure personal data and maintain its confidentiality. It also sets out provisions for cross-border data transfers and data subject rights, including the right to request corrections of inaccurate personal data.

In response to these regulations, APT regularly reviews and updates its privacy policies and procedures to comply with global and local data protection laws. Additionally, APT takes proactive measures to protect the personal data of our associates, customers, suppliers, and others with whom we do business.

Furthermore, we have published our Privacy Policy on our website to provide transparency and guidance on our data protection practices. APT also maintains a Data Classification Policy, which documents how we process and manage data within the company, ensuring consistent and secure handling of information across all operations.

# CORRUPTION AND ANTI-BRIBERY

We work in multifaced environments and handle complex projects, which require us to enforce strict rules to prevent fraud, corruption, and bribery. To uphold these standards, we have a zero-tolerance policy against such practices. All employees and partners are required to strictly follow to these policies and procedures. Our Code of Conduct and Procurement Procedure clearly outline APT's stand against fraud, corruption, and bribery, ensuring that everyone involved in our operations is aligned with our commitment to integrity and ethical conduct.

Moreover, we have implemented a Whistleblower Policy, which mandates that all employees are responsible for reporting any suspicious activities or unethical behavior they observe. This policy ensures that potential issues are identified and addressed promptly.

**As of now, we have not had any recorded instances of corruption or bribery, and our goal is to maintain this record.**





## TAX STRATEGY

At APT, we are committed to adhering to all applicable tax regulations and maintaining full compliance with the UAE tax authorities. Our tax strategy is built on the principles of transparency, accuracy, and integrity, ensuring that we fulfill our tax obligations responsibly.

We follow all existing tax laws and regulations, demonstrating our dedication to corporate governance and regulatory compliance. Recently, the UAE introduced corporate tax regulations, and we have proactively registered and aligned our practices to comply with these new requirements. This includes accurate reporting, timely payments, and thorough documentation to meet the standards set by the UAE tax authorities.

Our Finance Department is responsible for overseeing our tax compliance efforts. They ensure that our financial practices follow all regulatory requirements, reflecting our commitment to legal adherence and our broader sustainability goals. By maintaining a transparent approach to tax compliance, we contribute to the economic stability of the region and support the development of a fair and transparent business environment.

Through our tax strategy, APT continues to build trust with stakeholders, reinforcing our reputation as a responsible and reliable partner in the automotive industry.

**Furthermore, we are proud to report that APT has not incurred any significant fines, judgments, penalties, or non-monetary sanctions for failure to comply with applicable laws. This record underscores our commitment to maintaining the highest standards of regulatory compliance.**

As of the reporting period, APT is focused solely on investments and moving forward with our strategic plans. There have been no divestments during this time.

# MATERIALITY

.....  
UN GLOBAL COMPACT INDEX

.....  
SDG REFERENCE TABLE

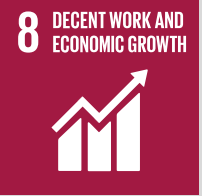
# UNITED NATIONS GLOBAL COMPACT INDEX

|                 | UNGC PRINCIPLE                                                                                                                        | SUSTAINABILITY REPORT REFERENCE        |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| Human Rights    | Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and                     | • Social, page 25, 26, 33              |
|                 | Principle 2: make sure that they are not complicit in human rights abuses.                                                            | • Social, page 25, 26, 33              |
|                 | Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; | • Social, page 26                      |
| Labour          | Principle 4: the elimination of all forms of forced and compulsory labour;                                                            | • Social, page 33                      |
|                 | Principle 5: the effective abolition of child labour; and                                                                             | • Social, page 33                      |
|                 | Principle 6: the elimination of discrimination in respect of employment and occupation.                                               | • Social, page 25, 26, 33              |
| Environment     | Principle 7: Businesses should support a precautionary approach to environmental challenges;                                          | • Environment, page 16, 17             |
|                 | Principle 8: undertake initiatives to promote greater environmental responsibility; and                                               | • Environment, page 16, 17, 18, 21, 22 |
|                 | Principle 9: encourage the development and diffusion of environmentally friendly technologies.                                        | • Environment, page 17, 18, 21         |
| Anti-Corruption | Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.                            | • Governance, page 37                  |

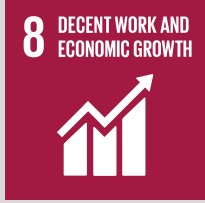
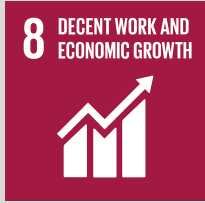
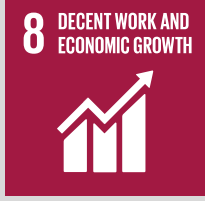
# SUSTAINABLE DEVELOPMENT GOALS REFERENCE TABLE

| SDG                                                                                                                                              | TARGET | TARGET DESCRIPTION                                                                                                                                                                                                                            | SUMMARY OF APT ACTIVITIES                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>Achieve gender equality and empower all women and girls</p> | 5.1    | End all forms of discrimination against all women and girls everywhere                                                                                                                                                                        | APT promotes gender diversity by identifying and developing high-potential female candidates for advanced roles. We have implemented inclusive policies and provide equal opportunities to ensure fair treatment and support for all women in our organization.                                                   |
|                                                               | 5.5    | Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life                                                                                | APT ensures women's participation and leadership by implementing development programs for high-potential female candidates. For instance, our HR manager, a highly qualified professional, showcases our commitment to gender diversity at all decision-making levels.                                            |
|                                                               | 5.A    | Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws | Our Emiratisation program empowers Emirati women by prioritizing their recruitment and providing them with multiple opportunities for growth and leadership. This initiative ensures women have equal access to economic resources, financial services, and career advancement, in accordance with national laws. |
|                                                               | 5.B    | Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women                                                                                                          | We promote women's empowerment through various training programs. These programs include specific leadership training sessions that incorporate information and communications technology, ensuring women are equipped with the necessary skills for advancement.                                                 |

# SUSTAINABLE DEVELOPMENT GOALS REFERENCE TABLE

| SDG                                                                                                                                                                                                                                                      | TARGET | TARGET DESCRIPTION                                                                                                                                                                                                                                                                                                   | SUMMARY OF APT ACTIVITIES                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>                                               | 7.2    | By 2030, increase substantially the share of renewable energy in the global energy mix                                                                                                                                                                                                                               | APT is committed to increasing the share of renewable energy in its energy mix by implementing various initiatives. We are constructing a new factory with 4,482 solar panels expected to generate 4,782,727 kWh annually, significantly reducing our carbon footprint. Additionally, we are transitioning to nuclear energy and aiming for I-REC Standard certification to ensure our energy consumption is from low or zero-emission sources. |
|  <p>7 AFFORDABLE AND CLEAN ENERGY</p>                                                                                                                                 | 7.B    | By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States, and land-locked developing countries, in accordance with their respective programmes of support | We are committed to expanding infrastructure and upgrading technology for sustainable energy. Our new factory demonstrates our commitment to enhancing sustainable energy services.                                                                                                                                                                                                                                                             |
|  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> | 8.2    | Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high- value added and labour-intensive sectors                                                                                                                          | APT aims to achieve higher levels of economic productivity through diversification, technological upgrading, and innovation by investing in advanced manufacturing equipment and continuous employee development. Our new factory showcases our commitment to sustainable growth and technological advancement. Additionally, we prioritize ongoing education and training programs to foster innovation and productivity.                      |

# SUSTAINABLE DEVELOPMENT GOALS REFERENCE TABLE

| SDG                                                                                                                                           | TARGET | TARGET DESCRIPTION                                                                                                                                                                                                                                                                       | SUMMARY OF APT ACTIVITIES                                                                                                                                                                                                                                                                                                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                              | 8.5    | By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value                                                                                                   | We are offering equal opportunities, and ensuring fair pay based on our internal documentation. Our Emiratisation program focuses on integrating Emirati talents, especially women, into our workforce. We also emphasize ongoing education and training, mental health support, and inclusive HR policies to create a supportive and equitable work environment.                                            |
|                                                             | 8.7    | Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms | Our Code of Conduct, HR Policy, and mandatory training for all employees ensure compliance with labor laws and prohibit child labor, discrimination, and harassment. Additionally, we maintain an anonymous Ethics Hotline & Whistleblower Policy for reporting violations.                                                                                                                                  |
|                                                            | 8.8    | Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment                                                                                                      | APT protects labor rights and promotes safe and secure working environments through our EHS programs based on ISO 14001:2015 and ISO 45001:2018 standards. We focus on risk assessment, incident management, and employee participation in safety initiatives. Additionally, our policies ensure fair treatment and inclusion of all workers.                                                                |
| <br>Ensure sustainable consumption and production patterns | 12.5   | By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse                                                                                                                                                                                        | We have set a target to reduce waste by 15% by 2025 and are actively engaging suppliers to develop more sustainable packaging solutions. For example, we have replaced wooden pallets with metal cages for storing parts, enhancing durability and reusability. Additionally, our new factory incorporates advanced waste management practices and aims to limit waste, water usage, and energy consumption. |

# SUSTAINABLE DEVELOPMENT GOALS REFERENCE TABLE

| SDG                                                                                                                                                                                                                                                                         | TARGET | TARGET DESCRIPTION                                                                                             | SUMMARY OF APT ACTIVITIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                            | 12.7   | Promote public procurement practices that are sustainable, in accordance with national policies and priorities | APT promotes procurement practices by requiring potential suppliers to complete a comprehensive survey including their sustainability practices. We conduct regular supplier evaluations to ensure compliance with human rights standards and applicable laws, and we have set a target to establish a specific Code of Conduct for suppliers to align with our business principles and national policies.                                                                                 |
|  <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p> | 16.3   | Promote the rule of law at the national and international levels and ensure equal access to justice for all    | Our zero-tolerance policy against fraud, corruption, and bribery is enforced via Code of Conduct and a Whistleblower Policy that mandates reporting of unethical behavior. Additionally, our compliance with data protection laws, including the GDPR and UAE's PDPL, ensures that we protect individual rights and maintain transparency.                                                                                                                                                 |
|                                                                                                                                                                                          | 16.5   | Substantially reduce corruption and bribery in all their forms                                                 | APT is committed to reducing corruption and bribery in all their forms through a zero-tolerance policy, outlined in our Code of Conduct and Procurement Procedure. We enforce strict rules to prevent such practices and require all employees and partners to follow to these standards. Additionally, our Whistleblower Policy ensures that any suspicious activities or unethical behavior are reported and addressed, maintaining our record of no instances of corruption or bribery. |

# SUSTAINABLE DEVELOPMENT GOALS REFERENCE TABLE

| SDG                                                                                 | TARGET | TARGET DESCRIPTION                                                                            | SUMMARY OF APT ACTIVITIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------------------|--------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | 16.6   | Develop effective, accountable and transparent institutions at all levels                     | We have developed effective, accountable, and transparent institutions through a strong governance structure ensuring efficient management and clear accountability. Our governance practices include a Board of Directors overseeing major decisions, regular bi-weekly and monthly meetings for continuous alignment and transparency, and our Code of Conduct that mandates ethical behavior. These practices promote integrity, transparency, and accountability at all levels of the organization. |
|   | 16.7   | Ensure responsive, inclusive, participatory and representative decision- making at all levels | APT ensures responsive, inclusive, and participatory decision-making through practices such as bi-weekly and monthly management meetings where all levels of the organization are involved in strategic discussions. Additionally, we maintain suggestion boxes to encourage employee feedback and involvement.                                                                                                                                                                                         |
|  | 16.B   | Promote and enforce non-discriminatory laws and policies for sustainable development          | We promote and enforce non-discriminatory laws and policies for sustainable development by ensuring compliance with labor and employment laws, including those prohibiting child labor, discrimination, and harassment. Our Code of Conduct, HR Policy, and mandatory training for all employees reinforce these principles. Additionally, regular supplier evaluations ensure compliance to human rights standards and applicable laws.                                                                |

