



EXCELLENT FACETS

Annual Sustainability Report 2024

Trusted supplier to the world's most prestigious jewellery
and timepiece maisons since 1998.



www.excellentfacets.com

TABLE OF CONTENTS



Introduction

- 05 About This Report
- 07 Message from Leadership
- 11 Global Presence



Our Company

- 15 Company Overview
- 17 Our Product
- 20 Industry Associations
- 23 Our History
- 25 Our Sustainability Vision
- 26 Our Strategic Pillars



Our Sustainability Journey

- 29 Business Model Evolution: 2024 in review
- 30 Key Milestones & Achievements
- 31 Double Materiality Assessment
- 37 Sustainable Excellence In Action



Transparency and Accountability

- 41 Transparent Governance
- 44 Our Policies: Anchors of Ethical Governance
- 47 Risk Management: Ensuring Ethical and Sustainable Operations
- 51 Ethical Business Practices
- 53 Customer Privacy and Data Security: A Shining Shield of Trust
- 56 Transparency and Accountability: Illuminating Our Path to Responsible Growth
- 58 2030 Roadmap and goals



Environmental Stewardship

- 61 Carbon Neutrality And Reporting/Combating climate change
- 64 Science-Based Targets Commitment
- 65 Energy Efficiency and Innovation
- 66 Water Management
- 67 Biodiversity and Conservation
- 71 Nature Roadmap: Our Path to A Thriving Planet
- 73 Preserving Resources
- 75 Customer Health And Safety
- 76 Environmental Compliance
- 77 2030 Roadmap and goals



Corporate Citizenship

- 81 Fostering a thriving workplace
- 83 Incorporating Human Rights
- 85 Fostering Diversity & Inclusion
- 87 Community Impacts and Empowerment
- 89 Socioeconomic Compliance
- 90 Occupational Health And Safety Management System
- 92 Philanthropy and Community Engagement
- 94 Sustainability Training Program
- 95 2030 Roadmap and goals



Responsible Supply Chain

- 99 Advancing precise and sustainability
- 101 Technology Advancements for Sustainability
- 102 Sustainable Materials and Practices
- 103 Responsible Sourcing
- 104 Mine of origin reporting
- 105 2030 Roadmap and goals



Net Positive Impacts

- 109 Our commitment to carbon neutral
- 110 Aligning with SDG
- 111 Sustainable Commute Practices
- 112 Green Growth Initiatives
- 112 2030 Roadmap : Net Positive Impact Strategy



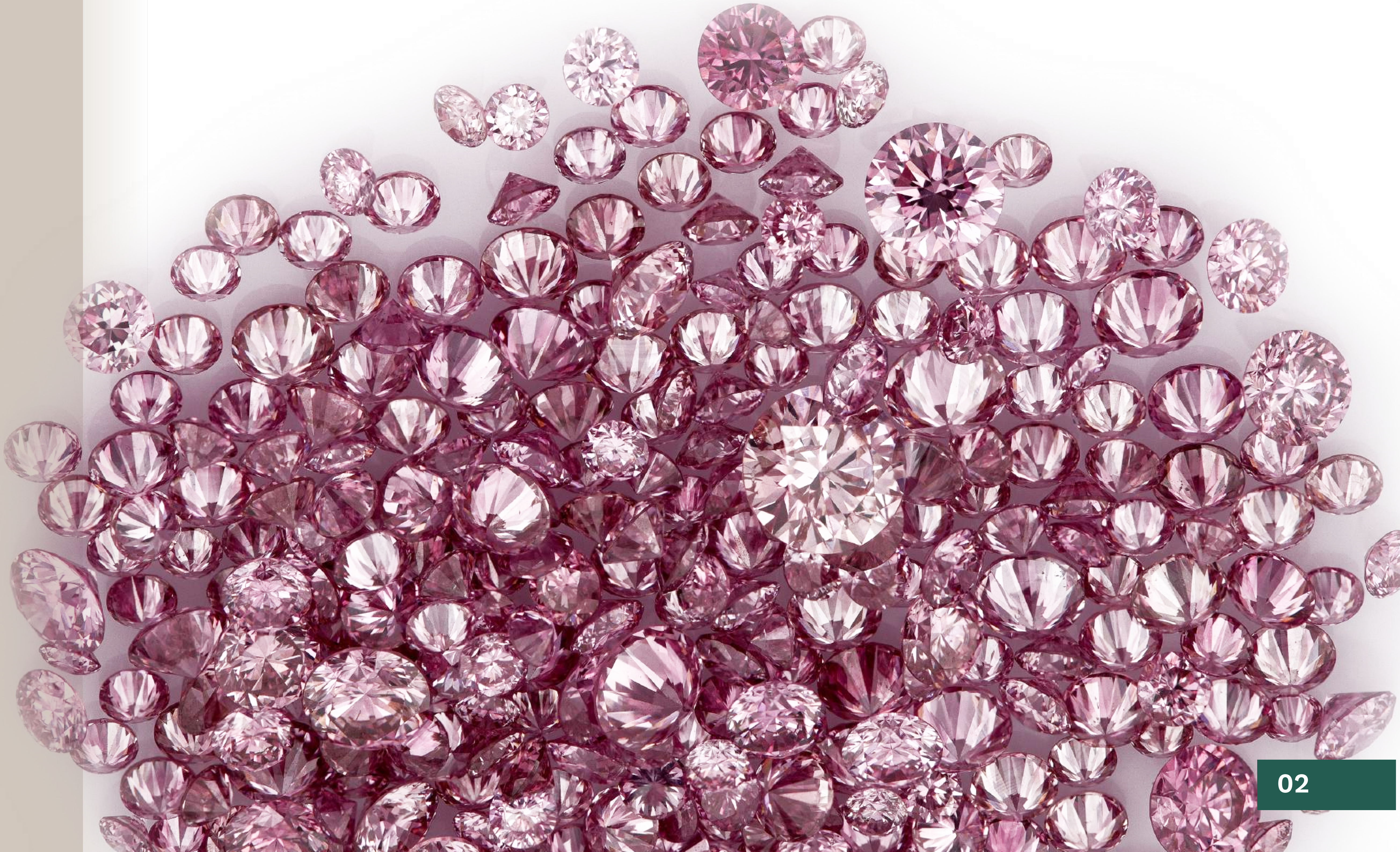
Illuminated Facets: A Holistic View

- 115 Excellent Facets' Transformative Collaboration with Growlity
- 117 Future Sustainability Ambitions Recap



Annexures: Transparent Gems

- 123 GRI Index
- 127 CSRD - ESRS Index
- 128 Assurance Letter



INTRODUCTION

GRI Standards Covered: GRI 2

Every sustainability journey begins with clarity, purpose, and accountability—laying the foundation for meaningful action, transparent progress, and long-term value creation.

SDG ALIGNMENT

8

DECENT WORK AND ECONOMIC GROWTH

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

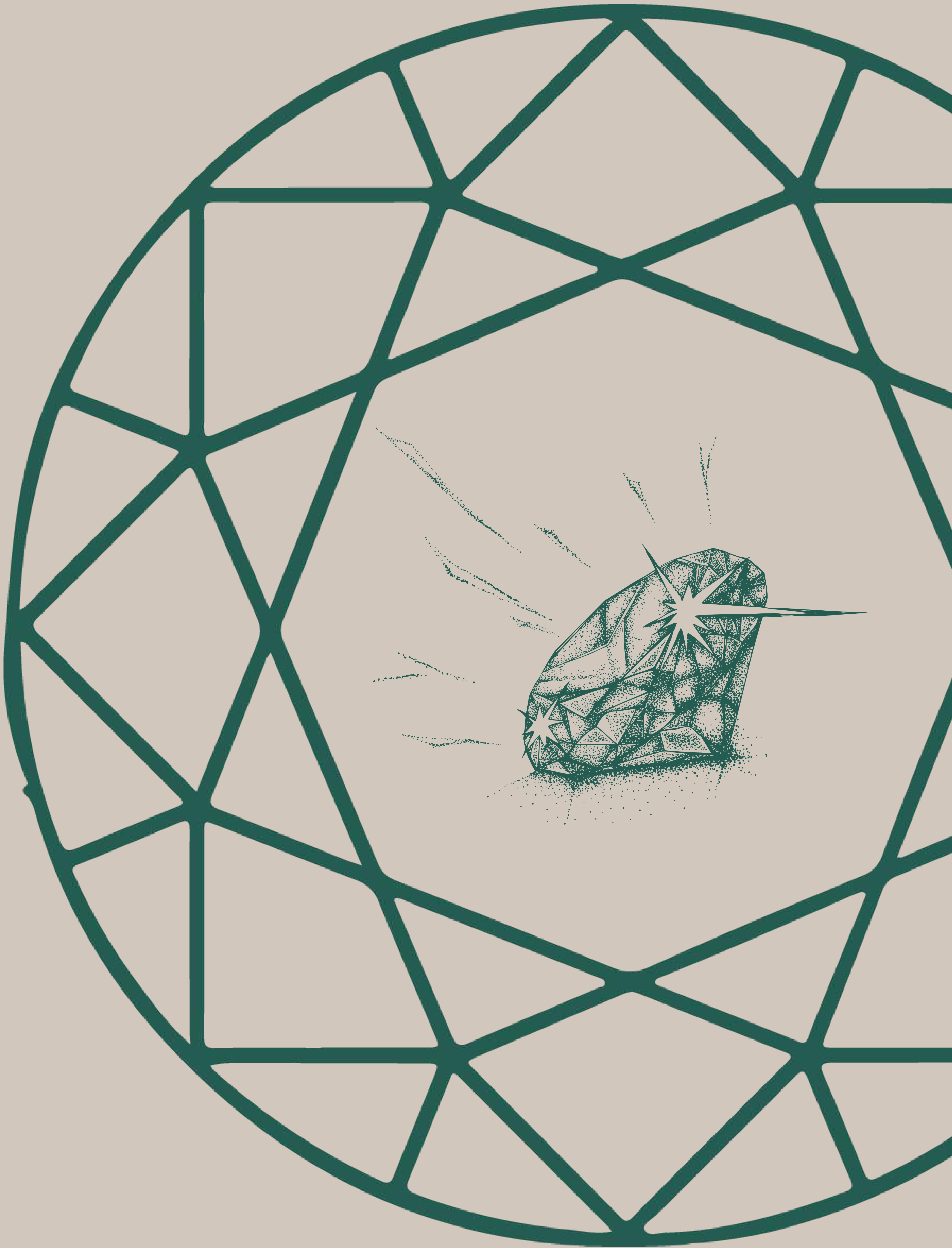
CLIMATE ACTION

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

17

PARTNERSHIPS FOR THE GOALS



ABOUT THIS REPORT

GRI 2-1

Excellent Facets’ 2024 Annual Sustainability Report, "Excellence and Responsibility in Every Facet," reflects our continued commitment to sustainability, transparency, and ethical practices. This report details our alignment with global Environmental, Social, and Governance (ESG) goals, highlighting tangible progress made through responsible innovation and enhanced traceability across our operations. It serves as a clear summary of our sustainability achievements and outlines our strategic objectives moving forward.

Scope GRI 2-2

This report covers Excellent Facets’ global operations, focusing on our key locations in the USA, India, Switzerland, and other important markets. It details our ESG performance across ethical sourcing, product innovation, global sales, and comprehensive supply chain management, from responsible raw material procurement to the distribution of polished diamonds. Our practices consistently align with recognized global sustainability frameworks, including those outlined by the Responsible Jewellery Council (RJC), Watch & Jewellery Initiative 2030 (WJI 2030), and other leading industry standards.

Reporting Boundary & Frameworks

GRI 2-3

This report covers the period from 1st January 2024 to 31st December 2024, adhering to the Global Reporting Initiative (GRI) Standards 2021 and the European Sustainability Reporting Standards (ESRS) as outlined by the EU Corporate Sustainability Reporting Directive (CSRD). Our sustainability strategy aligns closely with the United Nations Sustainable Development Goals (SDGs), specifically addressing responsible production, climate action, and social equity.

We actively participate in global sustainability initiatives, including the Science Based Targets initiative (SBTi), the UN Global Compact, and the Watch & Jewellery Initiative 2030 (WJI 2030), demonstrating our commitment to industry-leading ESG practices.

Restatement of Information

GRI 2-4

This is Excellent Facets' second Annual Sustainability Report. Since our inaugural report in 2023, we have significantly advanced our ESG strategies and initiatives. All restatements or revisions of previous data are transparently indicated, reflecting our enhanced processes for environmental stewardship, strengthened social responsibility practices, and refined ethical governance frameworks. Updated figures and insights capture these improvements, aligning with our ongoing sustainability commitments.

Assurance GRI 2-5

The quantitative ESG data disclosed in this report has been externally verified and assured by Growlity Inc., our third-party assurance partner, confirming its reliability, accuracy, and compliance with relevant ESG reporting standards. This external assurance underscores our commitment to transparency, integrity, and accountability in sustainability reporting.



Forward-Looking Statement

The statements in this report reflect Excellent Facets' current sustainability objectives, strategies, and intended actions. Actual outcomes may differ due to changing circumstances, market conditions, regulatory requirements, or other factors. These statements indicate our goals and intentions and should not be interpreted as guarantees.

MESSAGE FROM LEADERSHIP



Excellence is defined not only by what we create, but by how responsibly we create it.



Deepak Sheth

President

At Excellent Facets, our story with sustainability didn't begin recently—it started back in 2003, when we became one of the first companies in North America to source directly from the Diavik mine in Canada, cutting the diamonds at our owned facilities in Thailand and selling to North American luxury brands. At the time, the concept of “mine-to-market” was still too early for the industry—it didn't resonate with customers the way it does today.

As market trends shifted, we paused that approach. But today, traceability and ethics are front and center for our clients—and we're proud to have returned to a fully traceable supply chain, with new tools, technologies, and stronger partnerships to back it up.

In 2023, we took another big step forward by achieving carbon neutrality, expanding social responsibility programs, and deepening our alignment with the UN SDGs and Watch & Jewellery Initiative 2030.

Our diamonds have always been about craftsmanship and beauty. But now, they come with something more: [verified origin, carbon-conscious production, and a commitment to ethical excellence.] This report reflects the dedication of our team and our ecosystem—and a shared belief that beauty means more when it's responsibly made.

Amay Sheth

Director

At Excellent Facets, sustainability has never been a buzzword. It's been part of our DNA since 2003, when we began sourcing directly from Canada's Diavik mine and tracing diamonds from mine to market—well before it was standard in the industry. While the market wasn't ready back then, we're proud to see those values become central to the luxury sector today, and even prouder to return to them with renewed purpose.

In 2023, we achieved carbon neutrality—a milestone that reflects years of effort to align our operations with our values. This included our decision to partner with World Diamond Manufacturing (WDM), a manufacturing group that operates one of India's most respected polishing facilities. The site is fully audited by leading luxury maisons and reflects not only our standards in quality, but our commitment to fair labor, ethical sourcing, and measurable emissions reduction.

We also deepened our investment in traceability, leveraging blockchain and ERP systems to ensure that each diamond we deliver comes with a transparent story—of origin, of craftsmanship, and of accountability.

For me, sustainability is personal. It's how we honor the journey my father began in this industry over 40 years ago, and how we ensure that our business will still be proud of its impact 40 years from now. It's not about perfection—but about progress, ownership, and making sure every stone reflects something bigger than itself.



“ True brilliance isn't just found in the beauty of our diamonds - it's measured in how we conduct ourselves, the integrity of our sourcing, and the legacy we build with every carat. ”

GLOBAL PRESENCE

Excellent Facets maintains a focused global presence, strategically located to effectively serve our international clients. Our locations in key markets ensure precise alignment with local requirements, enabling us to consistently deliver exceptional service, quality, and sustainability standards.

Our international presence supports our ongoing sustainability initiatives, innovation strategies, and close partnerships with clients, suppliers, and communities worldwide.



United States
New York City

Switzerland
Geneva

India
Visakhapatnam



OUR COMPANY

Frameworks Covered: GRI 2, ESRS 2, IRO-1

From the earth to enduring brilliance, our journey is shaped by craftsmanship, trust, and a commitment to responsible growth.

SDG ALIGNMENT

8

DECENT WORK AND ECONOMIC GROWTH

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

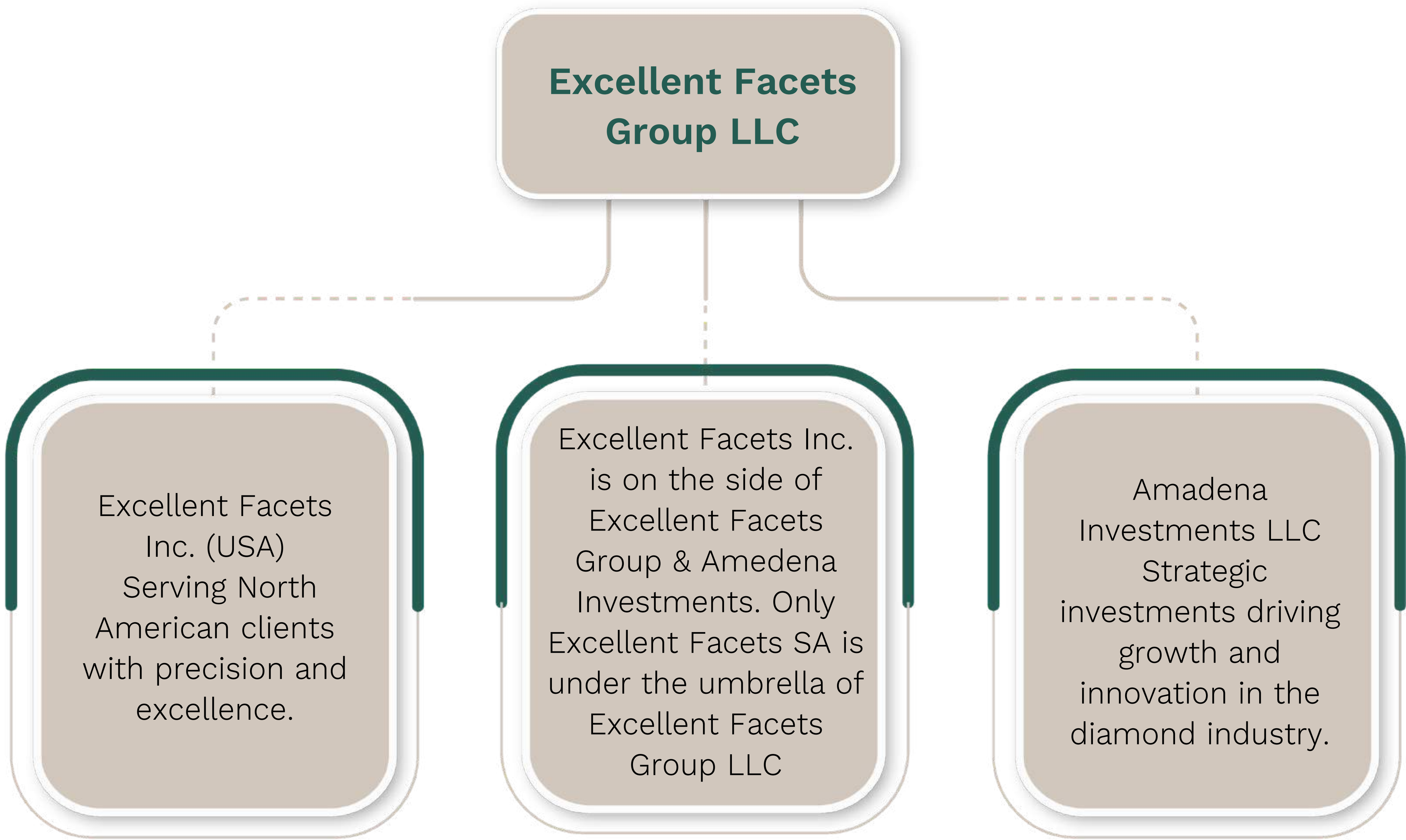
17

PARTNERSHIPS FOR THE GOALS



COMPANY OVERVIEW

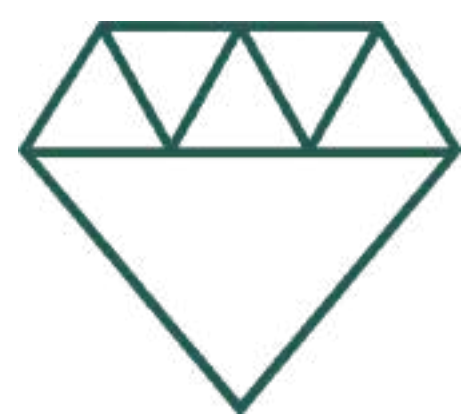
GRI 2-1



Excellent Facets: Redefining Excellence in the Diamond Industry

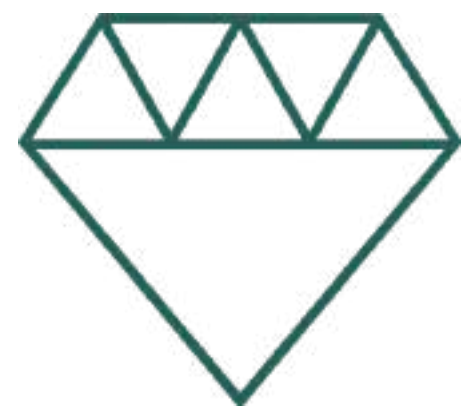
Founded in 1998 by Deepak Sheth, Excellent Facets is a trusted supplier to the world’s top jewellery and watch maisons. We specialize in precision-cut, natural diamonds with mine-of-origin traceability, a zero-tolerance policy on lab-grown stones, and a service model built entirely around the needs of high-end brands.

From white melee to rare fancy color diamonds, our inventory is curated for consistency, traceability, and brilliance:



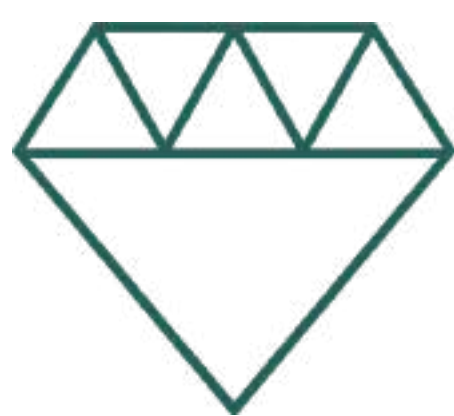
White Round M    :

G+ color, VVS+ clarity | 0.60mm–3.80mm | Over 6,000 carats in stock | <3% rejection rate, >99% on-time delivery | Fully traceable to mine of origin



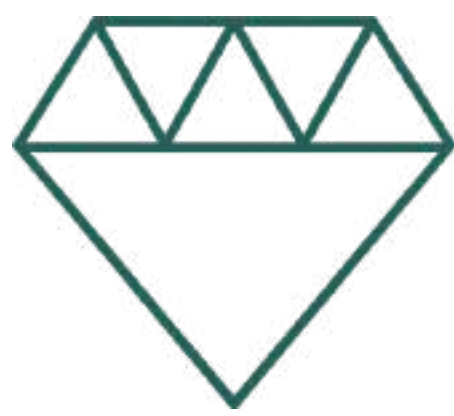
Fancy Color M     (Pink, Yellow, Blue):

0.60mm–2.50mm | IF–SI clarity | Fancy, Intense, and Vivid saturation | Hand-selected for saturation and face-up consistency



Cut-to-Measure Fancy Shapes:

0.02ct–0.50ct+ | Baguette, tapered baguette, princess, carr  , pear, marquise | Precision cut to   0.02mm | Ideally for timepieces, dials, bezels and high jewellery



Single-Cut Diamonds:

Under 1.80 mm | 17-facet 8x8 single cuts | Pav  -ready and heritage-inspired | Blockchain-traceable via iTraceiT



Argyle & Certified Fancy Colors:

0.18ct–7ct | Over 80 Argyle-inscribed pinks in inventory | Selected rare stones with full certification and provenance documentation

World Diamond Manufacturing (WDM), our polishing partner in Visakhapatnam, India. World Diamond Manufacturing (WDM) is one of the heavily maison-audited facilities in the country, known for its rigorous traceability controls and ethical compliance.

Starting in 2024, 100% of our rough diamonds are polished at World Diamond Manufacturing (WDM), allowing us to maintain end-to-end control and uphold the quality and origin standards expected by the maisons we serve.

Our operations are supported by dual offices in New York and Geneva, enabling fast communication, tailored service, and regional responsiveness. We also use tamper-proof inventory tracking systems Rightclick ERP and iTraceiT blockchain to ensure every shipment is verifiable, transparent, and maison-compliant.

From pioneering Canadian-origin traceability in 2003 to developing one of the last remaining traceable inventories of Argyle pinks, we continue to invest in precision, ethics, and service because we know that brilliance means more when it’s backed by proof.



OUR PRODUCT

GRI 2-1

Where Brilliance Meets Responsibility

At Excellent Facets, each diamond is more than a stone—it’s a statement of craftsmanship, integrity, and traceable origin. From precisely calibrated melee to bespoke fancy shapes, our offerings are designed for maisons that demand consistency, responsibility, and excellence.



FANCY COLOR CERTIFIED DIAMONDS

Exceptional rarity :

Our certified fancy color collection includes rare pinks, blues, oranges and reds. Our certified stones are chosen specifically for maisons creating high jewellery collections where rarity and saturation defines value.

0.18ct to 7ct

WHITE MÊLÉE DIAMONDS

Precisely cut, consistently graded :

Our white melee diamonds are calibrated to exacting tolerances and hand-sorted for G+ color and VVS+ clarity. All stones reviewed by a team of grading experts with over 25 years of experience.

We maintain a deep inventory of over 6,000 carats to respond quickly to maison requests. All stones are traced to their mine of origin—not just country—and shipped in compliance with each brand’s packing and kitting protocols.

0.60mm to 3.80mm (Sizes Range)

FANCY COLOR MELEE DIAMONDS

Color that’s curated, not commoditized :

Our fancy color melee includes fancy, intense, and vivid saturations in pink, yellow, and blue. We hand-select for strong face-up saturation, color grouping consistency, and ethical sourcing.

0.60mm to 2.50mm (Sizes Range)

CUT-TO-MEASURE FANCY SHAPE DIAMONDS

Tailored for precision. Made for design :

Our cut-to-measure fancy shapes—including baguette, tapered baguette, princess, carré, pear, and marquise. All are crafted to tolerances as fine as +0.00mm / -0.02mm based on maison mountings or technical drawings. Ideal for timepieces, dials, bezels and high jewellery designs requiring seamless fit and optical uniformity.

0.02ct to 0.50ct+ (Sizes Range)

SINGLE-CUT DIAMONDS

Understated brilliance, with full traceability :

Cut in the classic 17-facet 8x8 style, our single-cuts deliver vintage brilliance and are ideal for pavé, heritage, and watch applications. Every parcel is recorded in our iTraceiT blockchain system, ensuring complete mine-to-market traceability.

1.80 mm (Sized Under)

Ethical Excellence

Every diamond we supply reflects our values

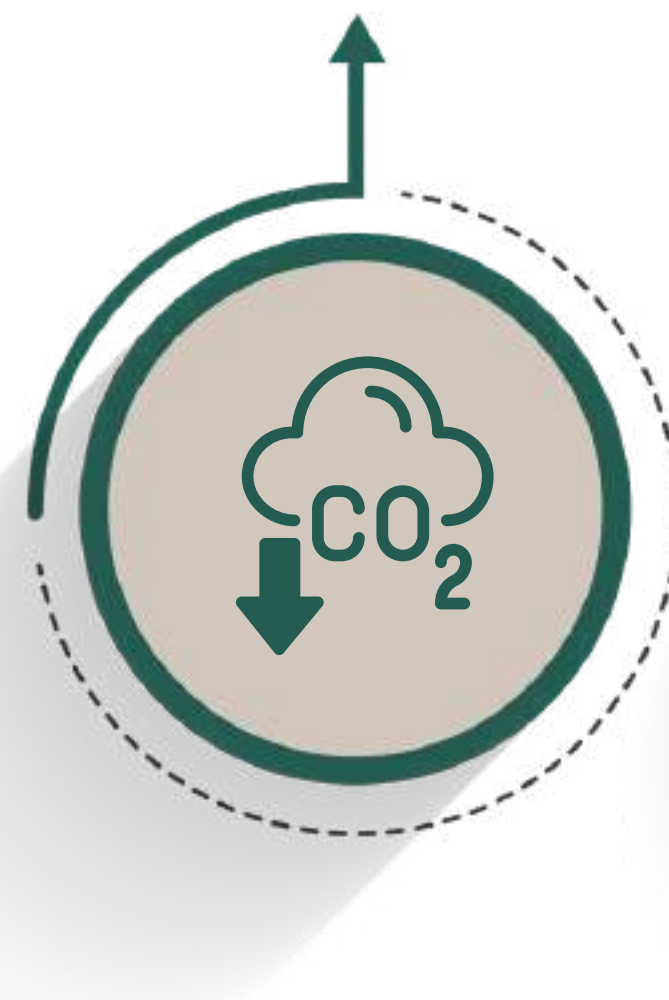
Full Traceability

Mine-to-market verification via iTraceiT blockchain and Rightclick ERP



Carbon Neutrality

Certified carbon-neutral for 2023, with a 42% emissions reduction target by 2030



Social Responsibility

Aligned with RJC Code of Practices; full compliance with fair labor and human rights standards



Strict Origin Protocols

We do not source from Russia, Belarus, Angola, Zimbabwe, DRC, or any high-risk geography

No Lab-Grown Policy

Zero tolerance for lab-grown across all offices, inventory, and manufacturing partners

Crafting a Legacy

Each diamond we deliver is the result of meticulous craftsmanship and responsible sourcing. Our long-term relationships with the world's most discerning maisons are built on more than just product excellence—they're built on trust. At Excellent Facets, we believe luxury means nothing if it isn't backed by integrity. That's the legacy we're proud to shape.

INDUSTRY ASSOCIATIONS

GRI 2-28

Our commitments to traceability, climate action, and ethical sourcing are strengthened by active engagement with the organizations shaping the future of responsible business.

Through affiliations with groups like the Responsible Jewellery Council (RJC), Watch & Jewellery Initiative 2030 (WJI 2030), and Science Based Targets initiative (SBTi), we go beyond compliance contributing directly to the development of ESG standards in the jewellery and watch sectors. These partnerships help us stay ahead of maison expectations, align with evolving regulation, and build resilience into our supply chain.



Responsible Jewellery Council (RJC)

Certified member since 2009, audited in 2023 against the RJC Code of Practices (2019). Certification covers ethical sourcing, labor rights, and environmental stewardship.



Kimberley Process Certification Scheme (KPCS)

Fully compliant with conflict diamond trade regulations. We implement additional internal controls that go beyond the minimum KPCS requirements.

WATCH & JEWELLERY INITIATIVE 2030

Watch & Jewellery Initiative 2030 (WJI 2030)

Active member contributing to industry-wide ESG projects, including double materiality assessments, water stewardship, and supply chain due diligence.



United Nations Global Compact (UNGC)

Member of the Global Compact USA Network; contributor to SDG-aligned business practices through climate ambition programs.



Indian Diamond and Colorstone Association (IDCA)

Strengthens our international network and supports best practices in trade ethics



Diamond Manufacturers and Importers Association (IDMA)

Supports ethical trade and supply chain transparency; aligns with SDG 8: Decent Work and Economic Growth.



Jewellers Vigilance Committee (JVC)

Supports ethical advertising, responsible disclosure, and anti-money laundering (AML) compliance in the U.S. jewellery market. Our membership reinforces our commitment to transparent business practices and consumer trust.



Fancy Color Research Foundation (FCRF)

Long-time member; supports consistent grading methodologies and transparency in the fancy color diamond market.



Jewelers Board of Trade (JBT)

Active member of JBT, which helps ensure financial transparency and credit reliability in the global jewellery trade. Membership supports our due diligence process and strengthens the financial trust that maisons and vendors rely on.

OUR HISTORY: FROM VISION TO VERIFIED TRACEABILITY

The story of Excellent Facets began not with a brand, but with a belief: that diamonds should be sourced and crafted with integrity, not just brilliance. Since 1998, that belief has guided every decision—from our earliest innovations in traceability to our expansion into supplying diamonds for high jewellery and precision timepieces.



OUR SUSTAINABILITY VISION

GRI 2-24, 2-25, ESRS 2, IRO-1

Our Values and Commitments

At Excellent Facets, our definition of brilliance goes beyond the diamond it includes the way it's sourced, cut, and delivered. Since 2003, when we first introduced mine-of-origin traceability, we've held ourselves to a higher standard: precision in practice, not just in polishing.

Our mission is simple: to deliver the finest natural diamonds to the world's most demanding maisons, without ever compromising on integrity, sustainability, or traceability.



Our Core Values

Integrity

We don't overpromise. We deliver. We only work with verified mines, and we say no to origin claims we can't prove.

Precision

Every stone is face-checked, cut to tight tolerances, and sorted to maison standards. We don't ship borderline goods—because we know our clients won't accept them.

Customer-Centricity

We work on maison time. Whether it's a 10pm call, a rush memo, or a compliance declaration, we show up ready. Our entire business is built around responsiveness.

Innovation

From iTraceiT blockchain to Rightclick ERP, we invest in systems that ensure traceability, not just efficiency. Technology isn't layered on it's built into how we work.

OUR STRATEGIC PILLARS



Environmental Stewardship

We've eliminated fossil fuels at the polishing level, achieved carbon neutrality, and committed to a 42% emissions reduction by 2030. Our operations aim to protect not just diamonds—but the ecosystems they come from.



Responsible Supply Chain

We use tamper-proof traceability tools, polish at World Diamond Manufacturing (WDM) (India's most heavily maison-audited factory), and enforce sourcing exclusions aligned with human rights and EU regulatory standards.



Corporate Citizenship

We prioritize fairness, inclusion, and impact. That includes a 40% female workforce at our manufacturing partner, regular audits, and reinvestment into education and healthcare through the Sheth Family Foundation.



Transparency & Accountability

Our traceability systems are audited. Our inventory is reconciled. Our emissions are verified. We don't just publish values—we operationalize them, every day, in every carat.

Our values are embedded in every decision, every shipment, and every relationship. They're why we've earned the trust of the world's most demanding maisons and why we intend to keep it.

OUR SUSTAINABILITY JOURNEY

Frameworks Covered: GRI 2, 3 - ESRS 1, ESRS 2, IRO-1

Our story is one of dedication, expertise, and continuous evolution—where excellence isn’t just a promise, but the foundation of everything we create

SDG ALIGNMENT



BUSINESS MODEL EVOLUTION: 2024 IN REVIEW

GRI 2-1, 2-6, 2-22

Business Model Evolution: 2024 in Review

For over two decades, Excellent Facets has operated with a traceability-first mindset—long before it became an industry norm. From our early adoption of Canadian-origin sourcing to our investment in blockchain tracking, we’ve always believed that ethical value chains require direct control and accountability.

“2024 marked a consolidation of that philosophy into a fully integrated model, giving us even greater control from mine to market.”

2024 was not a pivot—it was the year we pulled all the pieces together.

This evolution strengthens our ability to meet the highest standards in traceability, sustainability, and precision —exactly what our clients demand and what the CSRD requires for future-proofed value chains.

PRE-2024

- Specialized in sourcing polished and certified natural diamonds with high traceability standards.
- Partnered with select suppliers to uphold ethical sourcing and maison-compliant delivery.
- Built internal QC, documentation, and client-specific protocols to ensure transparency.

POST-2024

- **Direct Rough Sourcing:** Formalized long-standing relationships with carefully vetted mines to secure rough supply with mine-of-origin declarations.
- **In-House Manufacturing:** Transitioned polishing of rough diamonds purchased directly from mines to WDM Group, a maison-audited factory in Visakhapatnam, enabling tighter control over quality, labor practices, and emissions.
- **Full Vertical Integration:** Combined sourcing, manufacturing, traceability systems, and client service under one seamless model to enhance resilience, speed, and ESG accountability.

KEY MILESTONES & ACHIEVEMENTS

Category	Highlight	Metric
Environmental	Carbon Neutrality Achieved	Certified carbon-neutral for 2023; Scope 1 & 2 GHG emissions offset through verified credits.
	Green Growth	Maintaining carbon neutrality by offsetting GHG emissions generated over the past two years.
	Science-Based Targets	Internal 42% Scope 1 & 2 reduction target by 2030, aligned with SBTi methodology.
Social	Health and Safety	Maintain 0% LTIR.
	Diversity	22% of workforce at World Diamond Manufacturing (WDM)(our audited polishing partner) are women.
	Human Rights Due Diligence	100% of active vendors have signed our Vendor Code of Conduct, which includes human rights protections and CAHRA-aligned sourcing expectations.
Governance	WJI2030 Membership	Active member contributing to double materiality, water stewardship, and due diligence working groups.
	Maison Aligned Systems	World Diamond Manufacturing (WDM)factory is one of the most maison-audited polishing sites in India.
	Transparency	ESG metrics assured by Growlity Inc. as part of third-party verification process
	Traceability	Full integration of iTraceiT and Rightclick ERP to monitor inventory, emissions, and origin.

DOUBLE MATERIALITY ASSESSMENT

GRI 3-1, 3-2, 3-3, 2-6, 2-29 / ESRS 1, ESRS 2 / IRO-1

At Excellent Facets, we recognize that sustainability challenges are interconnected across the diamond industry. As a B2B natural diamond trading company, our business decisions are influenced not only by financial risks but also by our responsibility towards ethical sourcing, supply chain transparency, and environmental sustainability.

Our Double Materiality Assessment helps us identify and address sustainability topics that are critical to both:



Financial Materiality: Issues that impact our business performance, risk exposure, and financial stability.



Impact Materiality: Issues where our business activities influence society, the environment, and global stakeholders.

This assessment aligns with leading frameworks such as the



OUR APPROACH TO DOUBLE MATERIALITY

Our materiality approach focuses on the value-chain impact of our diamond sourcing and trading activities. Although we do not directly engage in mining, our sustainability principles are deeply integrated into procurement processes, due diligence of suppliers, and operations at our in-house manufacturing facility in Visakhapatnam, India.

We structured our assessment based on:

- **Stakeholder engagement** (Clients, investors, suppliers, regulators, NGOs, and employees).
- **Industry benchmarking** against sustainability risks in the diamond trade.
- **ESG risk analysis** to determine financial and societal impacts.



STAKEHOLDER ENGAGEMENT PROCESS

To ensure the accuracy of our materiality assessment, we engaged with key stakeholders through:

- **Customer Consultations:** Understanding B2B expectations for ethical diamond sourcing.
- **Supplier Due Diligence:** Comprehensive reviews of our suppliers' sustainability practices and compliance.
- **Regulatory Compliance Review:** Ensuring adherence to Kimberley Process, OECD Due Diligence, and RJC Code of Practices 2019.
- **Industry Forums:** Participation in sustainability discussions within the diamond trade. Additionally, as part of our Double Materiality Assessment, we engaged with key stakeholders within our supply chain, including suppliers, ethical sourcing certification bodies, and industry experts. These consultations helped us assess material impacts related to ethical sourcing, supply chain transparency, and compliance with responsible business practices.



MATERIALITY ASSESSMENT PROCESS

Our Double Materiality Assessment was conducted in three stages:

Step 1: Identifying Material Topics

We identified sustainability topics based on industry risks, stakeholder input, and global ESG standards.

Step 2: Evaluating Material Topics

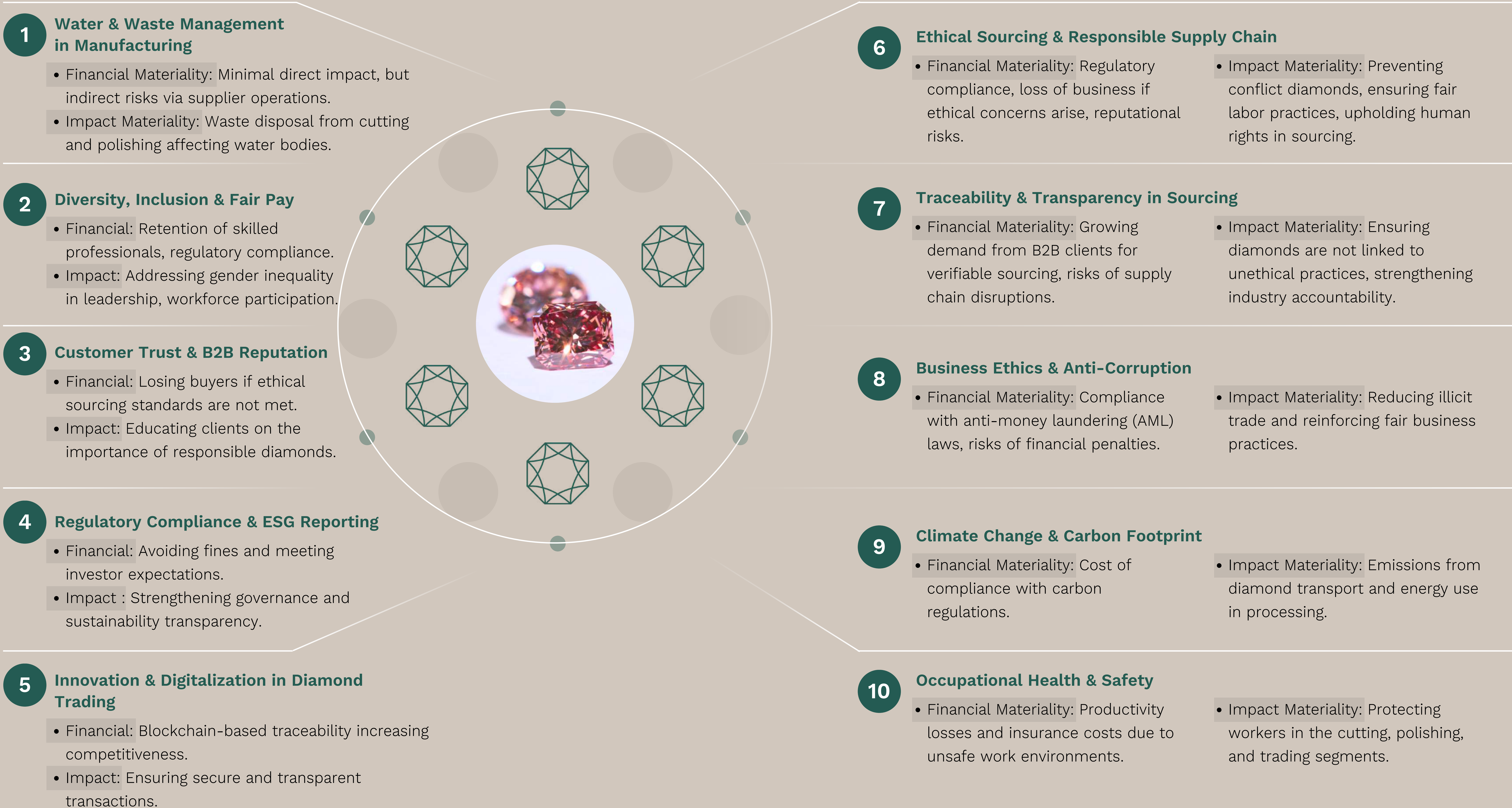
Each topic was assessed based on:

- **Financial Impact:** Potential risks and opportunities affecting revenue, compliance, and market reputation.
- **Impact on Society & Environment:** Broader influence on human rights, environmental protection, and responsible sourcing.

Step 3: Prioritization & Validation

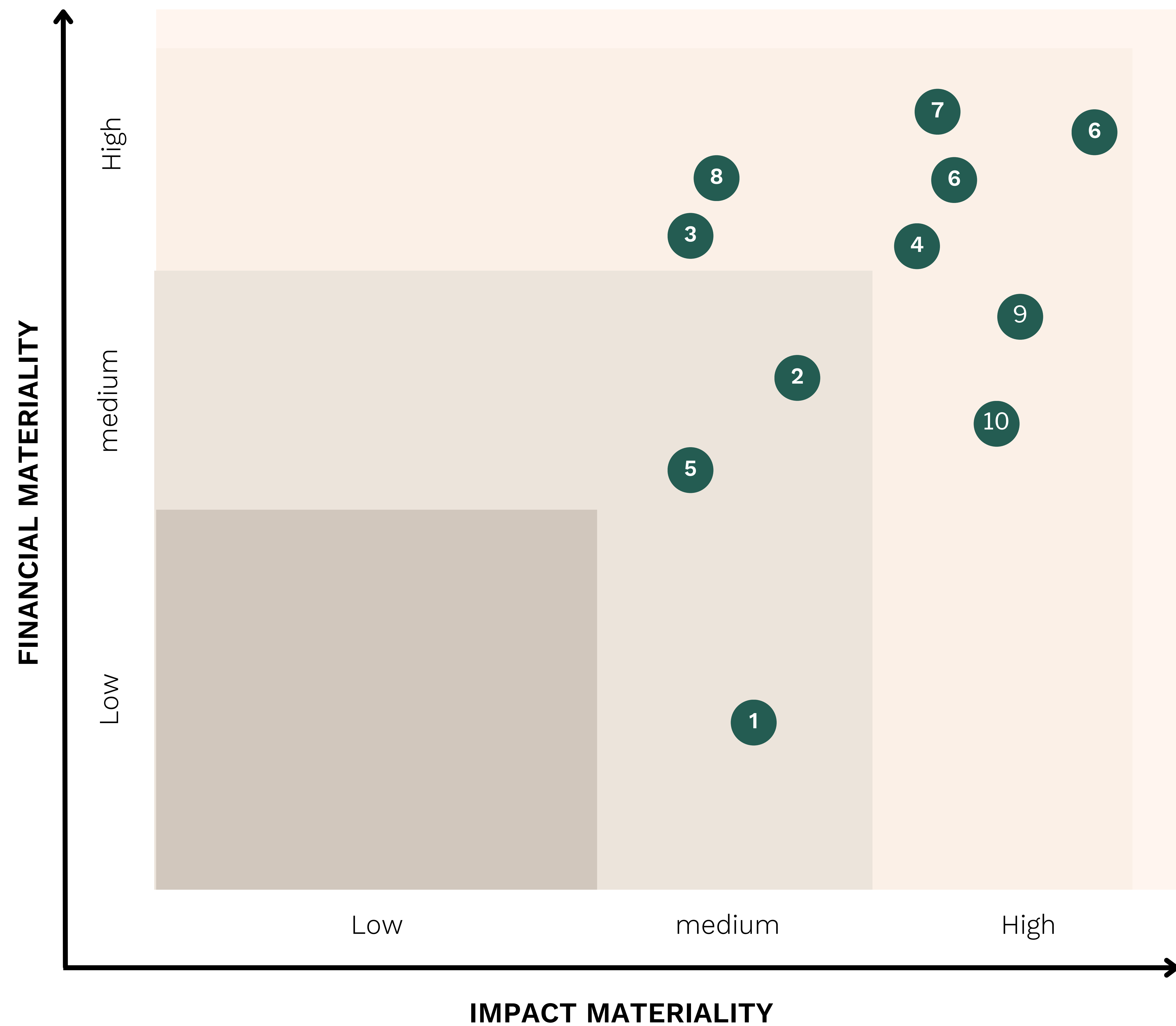
The Board of Directors and ESG Committee validated the final materiality topics, ensuring they align with business strategy and industry trends.

KEY MATERIAL TOPICS & THEIR DUAL IMPACT



DOUBLE MATERIALITY MATRIX

The following matrix visualizes how each material topic ranks in Financial Materiality and Impact Materiality:



INTEGRATION INTO CORPORATE STRATEGY

Excellent Facets integrates these material issues into:

Procurement Policies:

Ensuring sourcing exclusively from ethically vetted manufacturers who meet rigorous standards of responsible business conduct, traceability, and sustainability.

Supply Chain Due Diligence:

Conducting third-party audits and compliance checks.

Climate Initiatives:

Reducing transportation emissions and promoting digital traceability.

Governance & Reporting:

Strengthening ESG disclosures aligned with GRI and CSRD.

GOVERNANCE & CONTINUOUS REVIEW

Board Oversight:

ESG committee responsible for reviewing material risks annually.

Stakeholder Engagement:

Regular dialogues with clients, suppliers, and industry bodies.

Adaptation Strategy:

Adjusting materiality focus in response to new sustainability risks and regulations.

Our Double Materiality Assessment incorporates nature-related risk factors by evaluating our indirect dependencies on natural ecosystems within our sourcing network. These include:

Freshwater Availability:

Ensuring responsible water use in diamond cutting and polishing processes.

Sustainable Land Use:

Monitoring land conversion in mining areas and supporting restoration efforts.

Biodiversity Conservation:

Addressing risks associated with habitat loss due to extraction activities.

As part of our long-term strategy, we aim to enhance our supply chain-wide materiality mapping to further assess these dependencies and integrate sustainability-linked performance metrics for suppliers.

SUSTAINABLE EXCELLENCE IN ACTION

At Excellent Facets, we integrate sustainability into every aspect of our business, from ethical sourcing to minimizing environmental impact. Our approach ensures responsible practices, stakeholder trust, and alignment with global sustainability goals.

Climate Action

Achieve carbon neutrality for Scope 1 and 2 emissions.

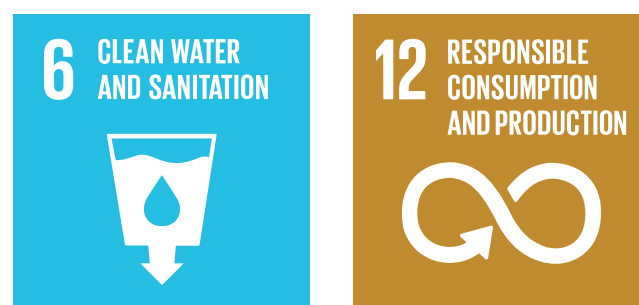
Invest in renewable energy and energy-efficient operations.



Resource Efficiency

Implement water and energy-saving technologies.

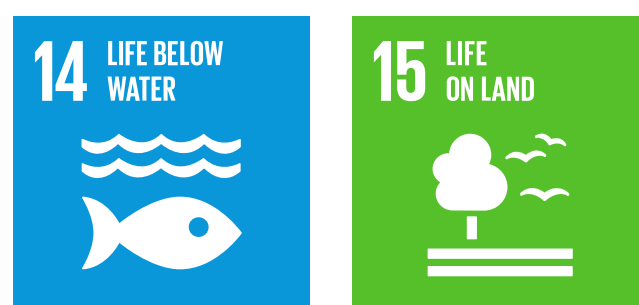
Upgrade to energy-efficient systems across facilities.



Biodiversity Preservation

Participate in conservation programs.

Adhere to the Kimberley Process to ensure sustainable sourcing.



Diversity and Inclusion

Promote a diverse workforce

Ensure equal opportunities & inclusive culture.



Training and Skill Development

Offer continuous training and upskilling programs.

Focus on career growth and talent development within the organization.



Community Engagement

Support education & healthcare in local communities.

Partner with local NGOs to address socio-economic needs.



Ethical Sourcing

Use blockchain for traceable and ethical sourcing.

Follow Kimberley Process for conflict-free diamonds.



Employee Well-being

Provide wellness programs and safety audits.

Ensure safe working conditions for all employees.



Supply Chain Transparency

Expand traceability through blockchain and audits.

Monitor and report on supplier sustainability practices.



Water Management

Use water-saving technologies in operations.

Adopt best practices to reduce water consumption in diamond cutting processes.



Waste Management

Implement waste reduction strategies.

Recycle and repurpose waste materials from the diamond cutting process.



Energy Management

Transition to renewable energy sources.

Install energy-efficient equipment and technologies.



Health and Safety

Conduct regular safety drills and training.

Maintain robust health and safety protocols for employees.



Transparency and Accountability

Regularly report on sustainability progress.

Ensure third-party verification of ESG metrics



Risk Management

Conduct risk assessments on supply chains and operations.

Mitigate supply chain disruptions with contingency planning.



Ethical Business Practices

Implement and enforce a robust Code of Conduct.

Ensure compliance with all legal and regulatory standards.



Data Privacy and Cybersecurity

Adopt industry-leading data protection measures.

Conduct annual cybersecurity audits and implement data encryption protocols.

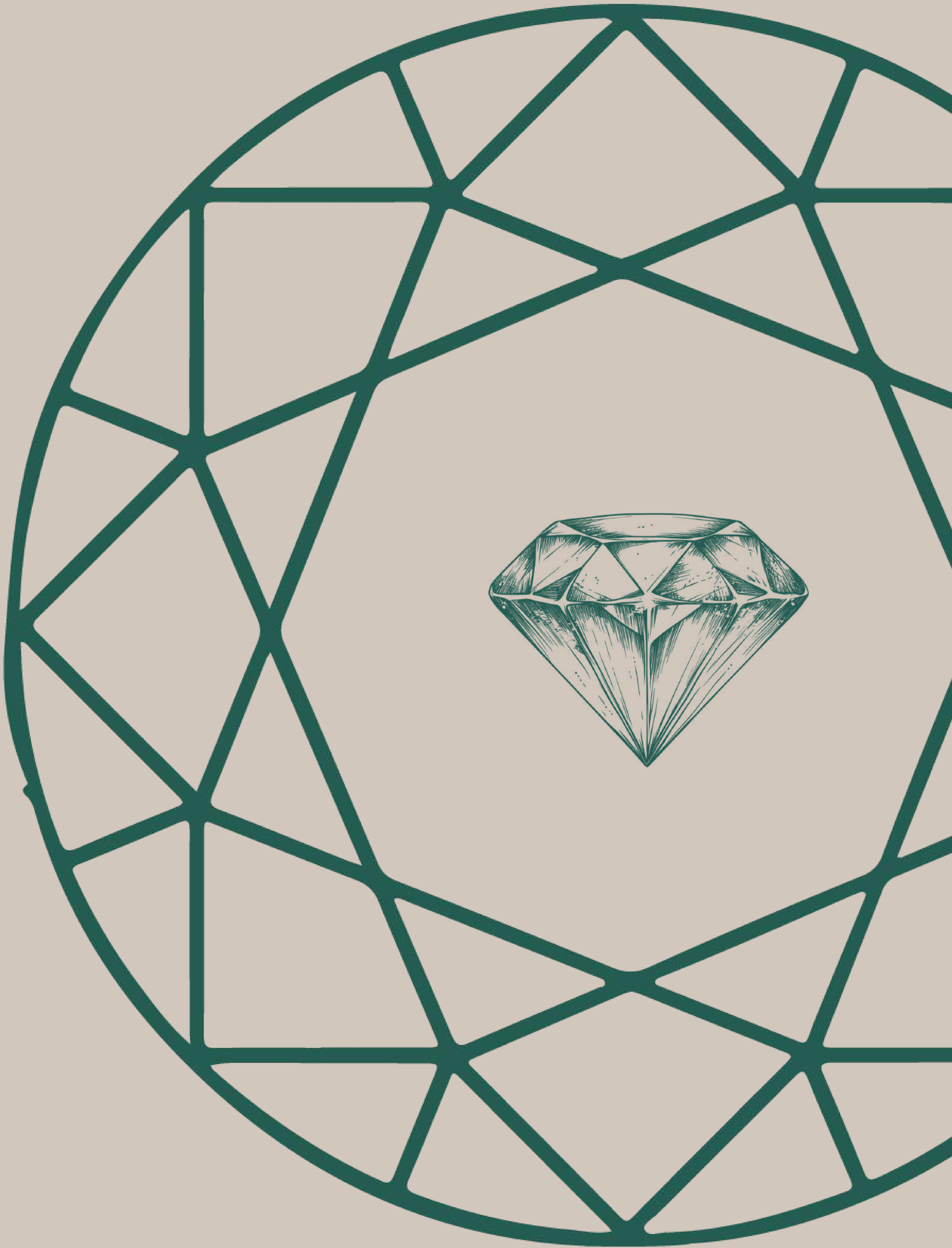


TRANSPARENCY AND ACCOUNTABILITY

Frameworks Covered: GRI 2, 201, 205, 206, 207, 415, 417, 418 - ESRS 2, ESRS G1

Our story is one of dedication, expertise, and continuous evolution—where excellence isn’t just a promise, but the foundation of everything we create

SDG ALIGNMENT



TRANSPARENT GOVERNANCE

GRI 2-9, 2-10, 2-15, 2-18, 2-19, 2-23 / ESRS 2 / GOV-1, GOV-2, GOV-3

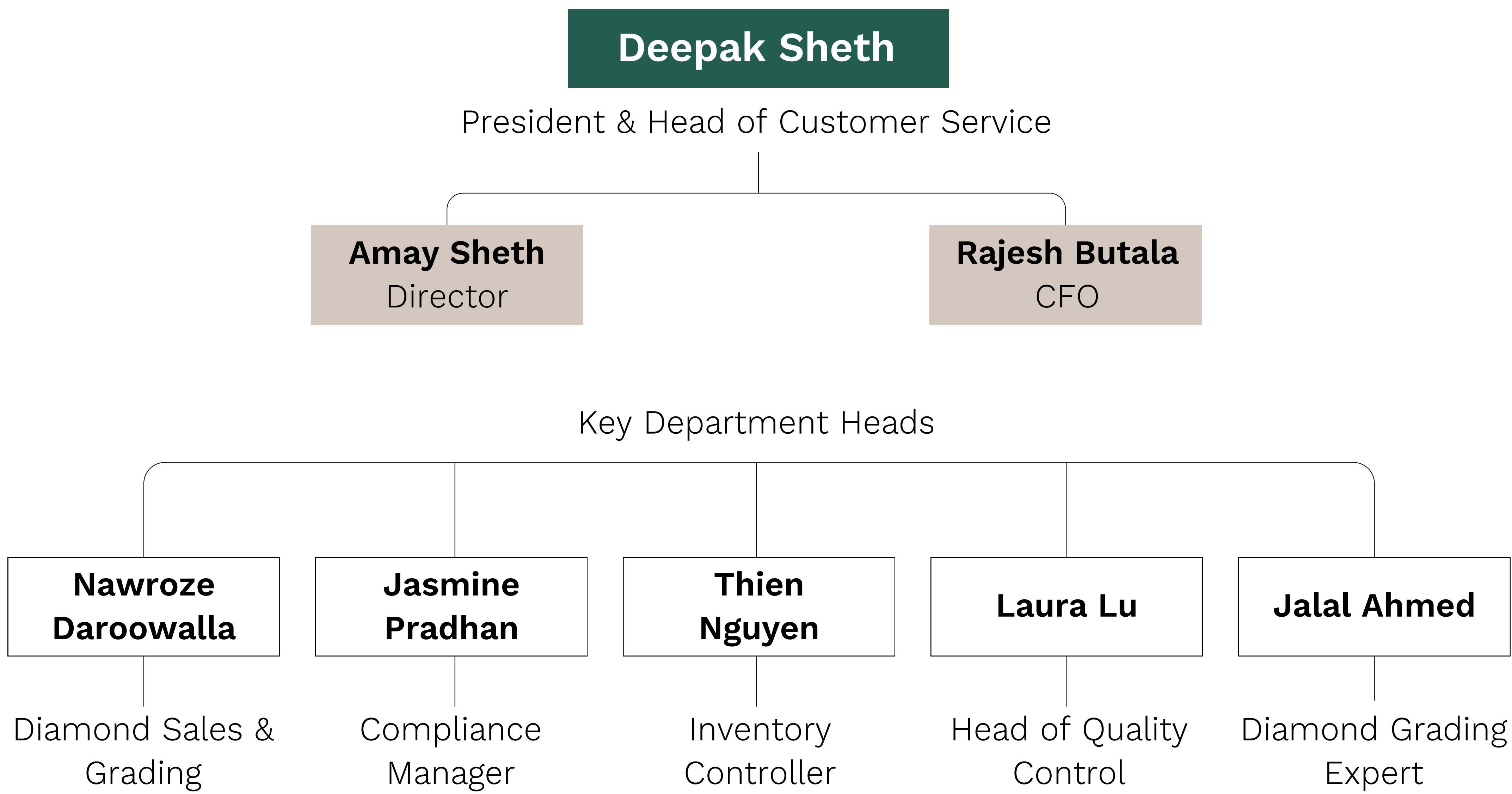
Why is Corporate Governance Important to Excellent Facets?

At Excellent Facets, corporate governance is not just a framework; it's the cornerstone of our commitment to excellence, transparency, and sustainability. We ensure that our leadership is equipped to make ethical, informed decisions that align with both our business objectives and broader societal responsibilities. Governance is the bedrock that supports our ambition to lead the natural diamond industry, embedding sustainability into every aspect of our operations.

Our Board of Directors plays a pivotal role in guiding the company toward its vision. Regular training and development programs are conducted to ensure that our board members are equipped with up-to-date insights into environmental, social, and governance (ESG) issues. This collective expertise allows us to make decisions that not only support operational efficiency but also strengthen our environmental and social responsibilities.

Through a culture of transparency, accountability, and collaboration, Excellent Facets promotes continuous learning and development at all levels. Our leadership is committed to remaining aligned with the most pressing global trends, helping us remain ahead of the curve in a fast-evolving industry.

Excellent Structure



Roles and Responsibilities for Sustainability

Deepak Sheth
President
Role: Overall leadership and direction
Ensure that customer service practices align with the company's sustainability goals. Advocate for customer awareness of sustainability initiatives and ensure transparent communication regarding ethical sourcing and environmental impact.

Amay Sheth
Director
Role: Strategic oversight and executive management
Lead sustainability strategy development, including overseeing environmental and social impact initiatives. Ensure the integration of sustainability into business operations and long-term strategic planning.

Rajesh Butala
Chief Financial Officer (CFO)
Role: Financial oversight and resource management
Implement sustainable financial practices. Lead budgeting and investments towards sustainable projects, such as eco-friendly sourcing and carbon reduction initiatives. Track financial benefits from sustainability efforts.

Nawroze Daroowalla
Diamond Sales & Grading
Role: Sales, customer relationships, and grading
Ensure that diamond sourcing is ethical and sustainable, adhering to responsible mining standards. Communicate the company's sustainability initiatives to customers, promoting transparency in sourcing.

Jasmine Pradhan
Compliance Manager
Role: Regulatory compliance and ethical standards enforcement
Ensure all sustainability practices comply with local, national, and international laws. Monitor sustainability-related risks and ensure that the company meets ethical standards in sourcing and business operations.

Thien Nguyen
Inventory Controller
Role: Inventory management and logistics
Manage sustainable inventory practices, ensuring minimal waste and efficient use of resources. Promote sustainable packaging and optimize the supply chain for environmental impact reduction.



Laura Lu

Head of Quality Control

Role: Oversee product quality and standards

Ensure that sustainability is embedded in the quality control processes, including the ethical sourcing of diamonds and materials. Implement quality assurance practices that support environmental sustainability.



Jalal Ahmed

Diamond Grading

Role: Responsible for diamond assessment and grading

Ensure that all diamonds assessed meet sustainability criteria, including ethical sourcing. Promote transparency in grading practices that reflect sustainability and environmental considerations.

Governance Body's Collective Expertise

Our Board of Directors undergoes regular training and development programs to ensure a comprehensive understanding of ESG issues and industry trends. This collective knowledge enables informed decision-making that aligns with our sustainability objectives.

Assessment of Governance Body's Performance

To ensure effective governance, we conduct annual evaluations of the Board's performance against established ESG goals. These evaluations guide continuous improvement and align our leadership's actions with our sustainability vision.

Nomination and Integrity in Governance (GRI 2-10, 2-15)

At Excellent Facets, the foundation of our governance lies in unwavering integrity and a fair, conflict-free selection process for the highest governance body. Our approach is designed to ensure that only the most qualified and ethically aligned individuals join our leadership.

The Path to Selection

The nomination process at Excellent Facets is a meticulous journey, built on principles of transparency, fairness, and responsibility:

- **Discovery of Potential Leaders:** Individuals are identified based on their expertise in governance, sustainability, and ethical practices, ensuring alignment with the company's values.
- **Comprehensive Evaluation:** A multi-layered review by the Nomination Committee ensures that every candidate upholds the highest standards of ethical integrity.
- **Conflict-Free Screening:** Rigorous checks are conducted to ensure candidates have no vested interests or affiliations that could compromise their impartiality.
- **Final Approval:** The Board deliberates and finalizes the selection, ensuring alignment with strategic goals and stakeholder expectations.

Why It Works

Our process is structured to naturally eliminate conflicts of interest, as every step prioritizes fairness, impartiality, and alignment with the company's ethos. Each candidate's qualifications, track record, and commitment to sustainability are at the forefront, ensuring a leadership team of uncompromising integrity.

OUR POLICIES: ANCHORS OF ETHICAL GOVERNANCE

(GRI 2-23, 2-10)

At Excellent Facets, governance is guided by a set of strong, ethically driven policies that reinforce our commitment to sustainability, transparency, and social responsibility.

Human Rights Policy

Commitment: We uphold the Universal Declaration of Human Rights and adhere to International Labour Organization (ILO) Conventions, ensuring fair labor practices and non-discrimination across our supply chain.

Supplier Code of Conduct

Conflict Diamonds:

- Suppliers must adhere to the Kimberley Process Certification Scheme and guarantee diamonds are conflict-free.

Labor Standards:

- Suppliers must comply with all applicable labor laws, prohibiting child labor, forced labor, and discrimination.
- Workers must be treated with dignity and respect, with safe and healthy working conditions.
- Suppliers must uphold fair wages, reasonable working hours, and freedom of association.

Business Ethics:

- Suppliers must maintain the highest standards of integrity, transparency, and accountability.
- Bribery, corruption, and conflicts of interest are strictly prohibited.
- Suppliers must protect confidential information and comply with anti-money laundering regulations.

Environmental Responsibility:

- Suppliers must comply with all applicable environmental laws and minimize their environmental impact.
- They must responsibly manage waste, emissions, and the use of energy and natural resources.

Traceability and Due Diligence:

- Suppliers are encouraged to achieve full traceability throughout their supply chains and follow OECD Due Diligence guidance.

Monitoring and Compliance:

- Suppliers must permit Excellent Facets Inc. to audit or inspect their facilities to verify compliance with this Code of Conduct.

Policy Implementation Mechanisms and Monitoring:

To ensure the effectiveness of our ESG policies, we have established robust implementation mechanisms and monitoring systems:

Leadership and Governance: Our executive team provides clear direction and oversight for ESG initiatives, ensuring alignment with our corporate values and objectives.

Stakeholder Engagement: We actively engage with stakeholders, including employees, suppliers, customers, and community members, to gather feedback and ensure our policies meet their expectations and needs.

Monitoring and Evaluation: Regular monitoring of policy implementation is conducted to assess progress and identify areas for improvement. This includes:

- **Performance Metrics:** Establishing key performance indicators (KPIs) to measure the effectiveness of each policy.
- **Audits and Assessments:** Conducting internal and external audits to evaluate compliance and performance.
- **Continuous Improvement:** Utilizing monitoring data to make informed decisions and enhance policy effectiveness over time.

Communication of Critical Concerns

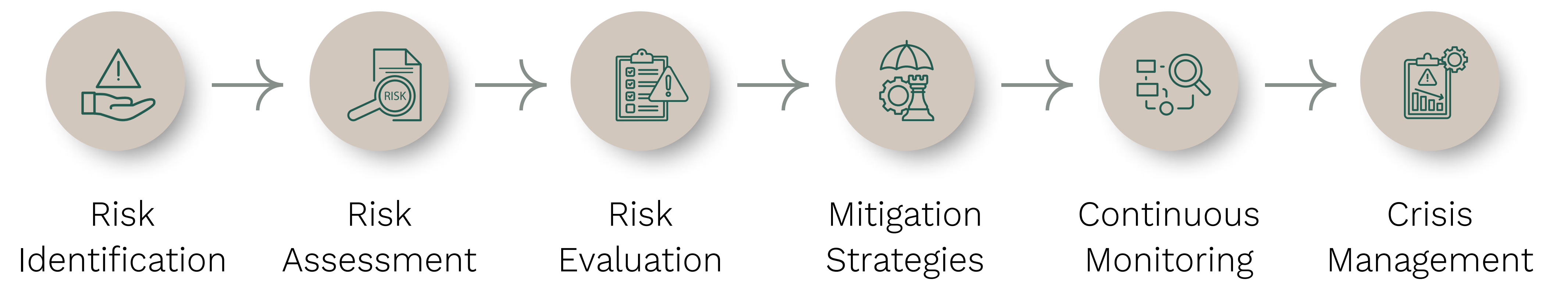
Excellent Facets has implemented robust mechanisms for identifying, communicating, and addressing critical concerns. These include regular reporting channels to the Board of Directors and executive management to ensure prompt action on key environmental, social, and governance (ESG) challenges.

These policies are the cornerstone of Excellent Facets' governance, aligning our operations with ethical practices, sustainability, and a better future for all.

RISK MANAGEMENT: ENSURING ETHICAL AND SUSTAINABLE OPERATIONS

(GRI 2-11, 2-12, 2-13, 207-2)

At Excellent Facets, we prioritize Environmental, Social, and Governance (ESG) risk management to uphold our commitment to ethical practices, sustainability, and stakeholder trust. Our ESG risk management framework is designed to identify, assess, and mitigate risks that could impact our operations, reputation, and sustainability goals.



ESG Risk Identification

We identify key ESG risks across three critical areas:

- **Environmental Risks:** Risks related to climate change, resource efficiency, responsible sourcing, and waste management in diamond trading and processing operations. Furthermore, insufficient Scope 3 emissions reporting and data on secondary raw material sourcing pose risks to our environmental impact assessment and sustainability goals.
- **Social Risks:** Potential risks such as human rights violations, fair labor practices, and ethical sourcing transparency within our supply chain. Additionally, data gaps in subcontractor labor conditions were identified as a risk during supplier assessments, potentially leading to unseen labor violations.
- **Governance Risks:** Risks associated with ethical violations, compliance issues, and the need for enhanced supply chain transparency and responsible sourcing.

Risk Assessment and Evaluation

To ensure effective management, we assess the likelihood and impact of each identified risk:

- **Likelihood:** Categorized as Low, Medium, or High based on the probability of occurrence.
- **Impact:** Rated as Minor, Moderate, or Severe based on the potential effect on operations and stakeholders.

Impact / Likelihood	Low	Medium	High
Minor Impact	Low Priority	Medium Priority	High Priority
Moderate Impact	Medium Priority	High Priority	High Priority
Severe Impact	High Priority	High Priority	Critical Priority

Mitigation Strategies

Each risk is met with tailored mitigation strategies to minimize adverse effects on the business and environment:

- Environmental Risks:**
- Strengthening responsible sourcing policies to ensure environmentally conscious procurement of diamonds.
 - Carbon offset programs are a key component of our sustainability strategy.
 - Encouraging suppliers to adopt sustainable cutting and polishing practices by implementing stricter due diligence mechanisms.
- Social Risks:**
- Ensuring fair labor practices and safe working conditions across our supply chain partners.
 - Strengthening supplier due diligence to ensure human rights compliance, including ethical sourcing audits.
 - Enhancing traceability in sourcing to prevent any association with unethical labor practices.
- Governance Risks:**
- Strengthening responsible sourcing policies to ensure no conflict diamonds enter the supply chain.
 - Conducting regular third-party audits to verify compliance with industry standards such as the Responsible Jewellery Council (RJC) and the Kimberley Process.
 - Ensuring full transparency in reporting and adherence to global compliance frameworks.

Continuous Monitoring and Reporting

We continuously monitor ESG risks and update our strategies to stay ahead of emerging issues:

Internal Audits: Regular ESG audits across our supply chain to ensure compliance and identify areas for improvement. These audits now include specific focus on verifying data accuracy related to Scope 3 emissions, secondary raw material sourcing, and subcontractor labor conditions.

Stakeholder Engagement: We engage with our stakeholders regularly to gather feedback and assess their concerns on ESG matters.

Annual Reporting: ESG risk management efforts and mitigation actions are reported transparently through our annual sustainability report. Our reporting will include updates on the progress of closing identified data gaps and the effectiveness of implemented solutions.

Crisis Management and Remediation

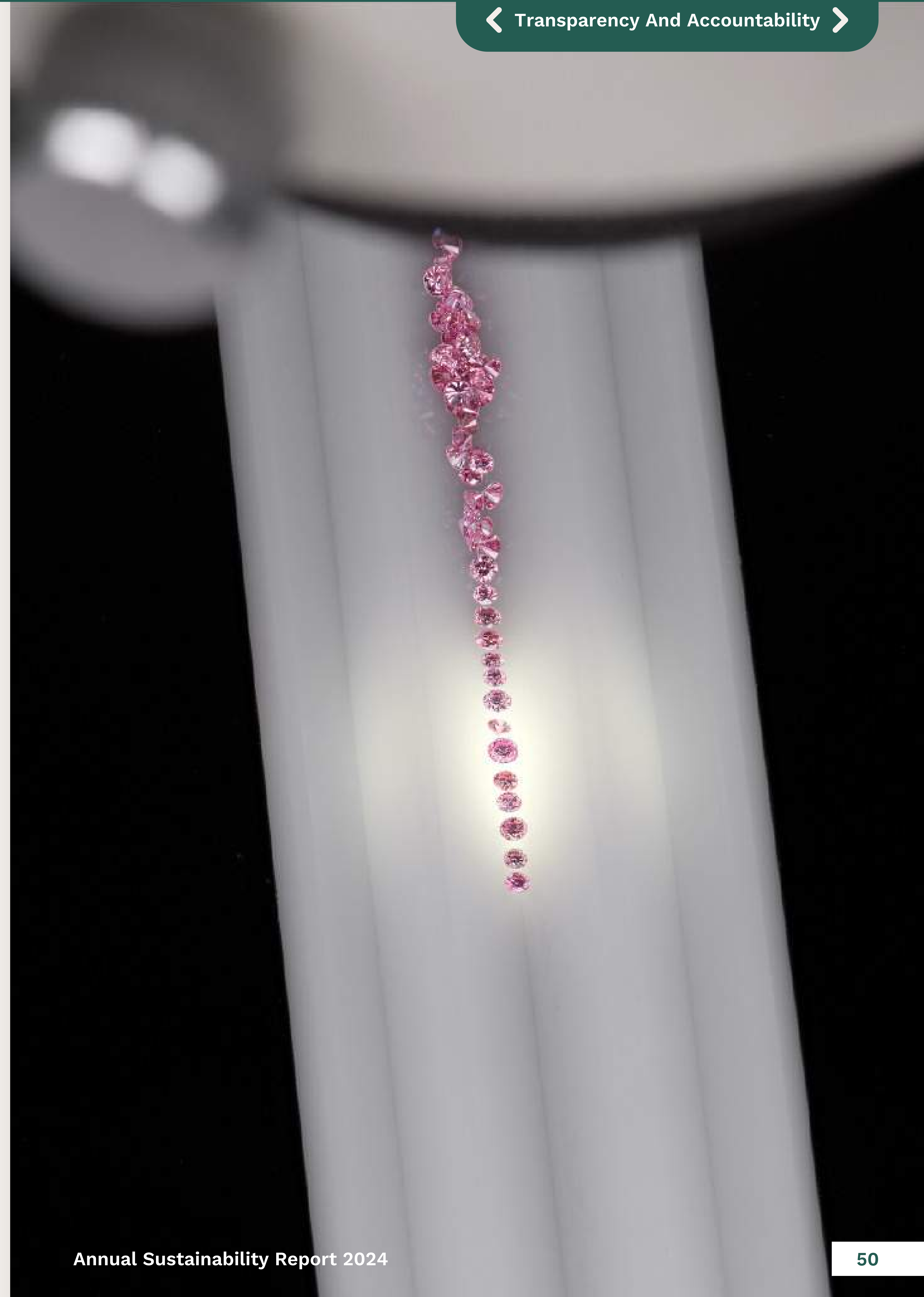
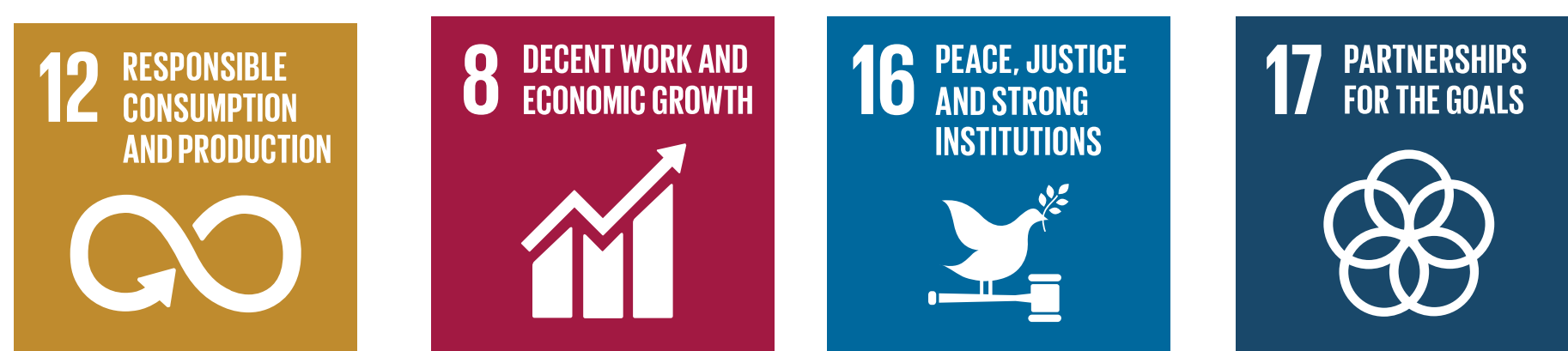
In the event of a crisis, Excellent Facets follows a structured response plan:

Environmental Crisis: Immediate corrective action to ensure responsible sourcing and encourage sustainable practices among suppliers.

Social Crisis: Third-party investigations for human rights or labor violations in the supply chain, followed by corrective measures and engagement with affected stakeholders.

Governance Crisis: Rapid response to ethical or compliance violations, including disciplinary actions and restoring transparency through public communication and stakeholder updates.

RELEVANT SDGs



ETHICAL BUSINESS PRACTICES

(GRI 2-9)

At Excellent Facets, our ethical practices are the foundation of every decision, interaction, and business move. From sourcing conflict-free diamonds to maintaining fair labor conditions and sustainable practices, we operate with integrity and transparency every step of the way.

Transparency in Sourcing & Operations

Every diamond we handle carries a promise of ethics and transparency. We go beyond industry standards to ensure that each diamond, from mine to market, is ethically sourced and traceable.

Sourcing Promise	How We Do It
Blockchain Traceability	Full transparency of diamond origins using iTraceiT
Conflict-Free Commitment	Strict adherence to Kimberley Process and RJC

Upholding Human Rights for All

We believe every individual deserves dignity and respect. At Excellent Facets, we uphold the Universal Declaration of Human Rights, ensuring fair labor and safe working conditions for all.

Human Rights Commitment	Our Actions
Zero Tolerance for Forced Labor	We ensure no forced or child labor in our supply chain
Human Rights Due Diligence (HRDD)	Active monitoring mitigation of human rights risks

Ethical Labor Practices: Fair & Just

Creating a fair, inclusive workplace is central to our operations. We offer above-market wages, equal opportunities, and a safe environment for all employees.

Labor Practices	What We Stand For
Fair Wages	Above-market pay and benefits for our workforce
Gender Equality	22% of our workforce is female, with career growth programs for women
Safe Working Environment	Strict adherence to labor laws and health regulations

Compliance with Global Standards

In today’s complex global market, we ensure that every transaction and business practice follows rigorous ethical guidelines. From AML regulations to KYC standards, compliance is a priority at Excellent Facets.

Compliance Area	What We Do
Anti-Money Laundering (AML)	Strict adherence to AML policies in all transactions
Supplier Code of Conduct	Ensure all suppliers meet our ethical standards
Regular Audits	Independent third-party audits for accountability

Environmental Responsibility: A Sustainable Future

We don’t just source ethically, we also protect the planet. Through our commitment to carbon neutrality and sustainable business practices, we work towards a greener future.

Environmental Goals	Our Green Practices
Carbon Neutrality	Self-certified carbon neutral operations
Circular Economy	Emphasizing recycling and reuse in production

APPROACH TO TAX

Excellent Facets is committed to maintaining the highest standards of financial integrity, ensuring transparency, ethical tax practices, and full compliance with all applicable regulations. Our tax approach aligns with our corporate governance framework, supporting responsible financial management and long-term business sustainability.

We uphold a transparent and accountable tax structure, integrating compliance measures into our financial operations. Governance oversight, led by our finance team, ensures adherence to local and international tax regulations. Additionally, we maintain open engagement with regulatory authorities, reinforcing trust and integrity in our financial practices.

Through strong internal controls and periodic audits, we safeguard responsible financial management, ensuring that our operations contribute to sustainable growth while upholding ethical business standards.

CUSTOMER PRIVACY AND DATA SECURITY: A SHINING SHIELD OF TRUST

(GRI- 418-1, 417-3, 415-1, 207-1, 206-1, 201-4)

At Excellent Facets, we recognize that safeguarding our customers' privacy and securing their data is fundamental to building lasting trust. As a global leader in sustainable luxury, we are committed to embedding robust data protection practices across our operations. This commitment reflects our dedication to accountability, transparency, and compliance with international data protection standards.

Our approach revolves around:

- **Transparency:** Clear communication about data usage and rights.
- **Security:** Proactive measures to prevent breaches and cyber threats.
- **Compliance:** Alignment with global regulations such as GDPR and other privacy laws.
- **Empowerment:** Providing customers with control over their personal information.

Through our comprehensive Customer Privacy and Data Security Model, we are actively addressing data-related risks while delivering exceptional customer experiences.

The Diamond Standard: Customer Privacy and Data Security Model

Pillar	Initiative	Action	Outcome
Governance and Oversight	Privacy Leadership	Established a Data Protection Committee to oversee compliance and initiatives	Strengthened accountability and privacy governance.
Transparency and Trust	Whistleblower Hotline	Launched a confidential Whistleblower Program for reporting data security concerns.	Empowered stakeholders to report risks anonymously.
Risk Management	Cyber Risk Assessment	Conducted annual Data Risk Assessments to identify vulnerabilities.	Enhanced ability to anticipate and mitigate data-related risks.
Data Protection by Design	Secure Software Development	Embedded privacy principles in product and system development processes.	Minimized risks through proactive system architecture.

Pillar	Initiative	Action	Outcome
Proactive Incident Response	Breach Response Protocol	Developed an Incident Response Plan with predefined escalation procedures.	Reduced impact of security breaches through timely action.
Customer Empowerment	Data Privacy Portal	Enabled customers to access, rectify, or delete personal data through a self-service portal.	Strengthened customer confidence and data control.
Vendor Accountability	Third-Party Data Audits	Regular assessments of third-party data processors for compliance with privacy standards.	Enhanced trust and minimized third-party risks.
Awareness and Education	Employee Training Programs	Provided annual Cybersecurity and Privacy Training for all employees and contractors.	Reduced internal risks through enhanced awareness.
Data Encryption	Advanced Encryption Techniques	Implemented end-to-end encryption for data storage and transmission.	Ensured data confidentiality and integrity.
Compliance Monitoring	Privacy Audits	Conducted bi-annual audits to ensure compliance with GDPR and other international standards.	Maintained adherence to global privacy laws.
Customer Communication	Breach Notification Systems	Established mechanisms for real-time alerts in case of data breaches.	Improved transparency and response to customer concerns.
Innovation in Security	AI-Powered Threat Detection	Integrated advanced AI-based monitoring systems for identifying cyber threats.	Increased protection through proactive threat detection.

TRANSPARENCY AND ACCOUNTABILITY: ILLUMINATING OUR PATH TO RESPONSIBLE GROWTH

GRI 205-1, 205-2, 205-3, 206-1 / ESRS 2 / ESRS G1 / GOV-1, GOV-3

At Excellent Facets, transparency and accountability form the cornerstone of our operations, reflecting our unwavering commitment to ethical excellence and sustainable innovation. Rooted in our dedication to responsibly sourced natural diamonds, we strive to uphold practices that resonate with our core values of integrity, precision, and sustainability. This section outlines our efforts to embed these principles into every aspect of our business while aligning with globally recognized GRI Standards.

Our Transparency and Accountability Framework:

- **Open Governance:**
 - We prioritize open communication about our policies, decisions, and impacts.
 - Annual sustainability disclosures and stakeholder reports ensure we remain answerable to our stakeholders.
- **Ethical Business Practices:**
 - Adherence to strict ethical policies to ensure our operations respect human rights, prevent corruption, and promote fair competition.
 - Anti-corruption training programs for employees and leadership.
- **Financial and Operational Transparency:**
 - Disclosing financial statements and operational details to stakeholders.
 - Third-party audits to validate our sustainability claims and financial practices.
- **Accountability to Stakeholders:**
 - Regular engagement with stakeholders to incorporate their feedback into our sustainability strategies.
 - Implementation of grievance mechanisms to address concerns related to ethics and sustainability.

Future Focus: Raising the Bar

Whistleblower Policy

- A confidential and accessible mechanism for employees and stakeholders to report unethical practices.
- Impact: Strengthens trust and ensures transparency in operations.

Public Reporting Commitments

- Publishing our Annual Sustainability Report aligned with GRI Standards, UN SDGs, and other global frameworks.
- Continuous updates on carbon neutrality efforts and community impact programs.
- Impact: Builds stakeholder confidence in our environmental and social initiatives.

Digital Transparency Tools

- Development of Sustainability Dashboards to provide real-time updates on environmental and social progress.
- Customer-facing platforms detailing supply chain transparency.
- Impact: Enables stakeholders to track our progress and hold us accountable.

Our Commitment to Future Transparency

Looking ahead, we aim to implement iTraceiT and Rightclick ERP technology for real-time traceability of our supply chain, enhancing accountability in sourcing and manufacturing. We are also expanding our grievance mechanisms to cover all stakeholders, ensuring that every voice is heard as we navigate our sustainable journey. At Excellent Facets, transparency and accountability are not mere obligations—they are intrinsic to our vision of redefining luxury responsibly. Through these efforts, we remain committed to shining a light on every facet of our operations, creating a future that reflects the brilliance of our diamonds.

Transparency and Accountability in Action: Key Metrics (2024)

Aspect	Metric	Progress in 2024	Future Target
--------	--------	------------------	---------------

Whistleblower Cases	Reported and Addressed	0 Cases	Zero Unresolved Cases
---------------------	------------------------	---------	-----------------------

By embedding these practices, Excellent Facets demonstrates its commitment to leadership in sustainable luxury, ensuring accountability in every facet of its operations.

RELEVANT SDGs



2030 ROADMAP AND GOALS:
ETHICAL GOVERNANCE STRATEGY

Goal	KPI (Key Performance Indicator)	Baseline Year	Target Year	Monitoring Frequency
Maintain RJC Certification	100% compliance with RJC Code of Practices	2023	Maintained	Every 3 Years
Strengthen Anti-Corruption Policy	100% employees trained on anti-bribery measures	2023	2026	Annually
Achieve 100% ESG Report Assurance & GRI Compliance	100% ESG reports externally audited & aligned with GRI/UNGC	2023	2028	Annually
Achieve Full Diamond Traceability & Transparency	100% traceable diamonds & annual traceability report published	2024	2026	Annually
Strengthen Board ESG Oversight	100% board meetings include ESG discussions	2023	2027	Annually
Enforce ESG Supplier Standards	100% suppliers assessed for sustainability risks	2023	2027	Annually
Enhance ESG Transparency	100% annual ESG reports aligned with global frameworks	2023	2027	Annually
Strengthen Ethical Hiring & Labor Practices	100% of new hires pass ESG due diligence	2024	2028	Annually
Strive for ISO 37001 Certification	Anti-bribery compliance fully certified	2024	2027	Annually

ENVIRONMENTAL STEWARDSHIP

Frameworks Covered: GRI, ESRS

Our environmental approach reflects our commitment to efficiency, climate responsibility, and resource conservation across every stage of our operations.

SDG ALIGNMENT

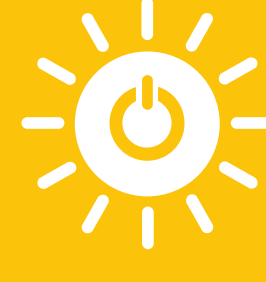
6

CLEAN WATER AND SANITATION



7

AFFORDABLE AND CLEAN ENERGY



9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



11

SUSTAINABLE CITIES AND COMMUNITIES



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



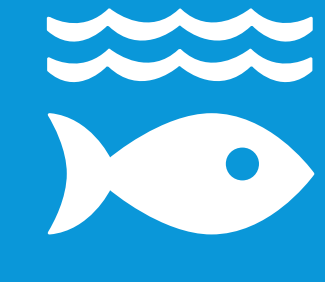
13

CLIMATE ACTION



14

LIFE BELOW WATER



15

LIFE ON LAND





CARBON NEUTRALITY & REPORTING

/ COMBATING CLIMATE CHANGE

GRI 302-1, 302-4, 305-1, 305-2, 305-3, 305-5 / ESRS E1 E1-1, E1-6, E1-7

Excellent Facets: Pioneering Sustainability and Climate Action

At Excellent Facets, sustainability is a core principle that drives every facet of our operations. Recognizing the urgent need to address climate change, we have implemented a comprehensive approach to reduce our environmental footprint and promote sustainable growth.

Carbon Offsetting Initiatives

- We invest in reforestation, clean energy, and UNFCCC projects to neutralize logistics and travel emissions.
- Verified carbon credits help balance supplier shipments, international deliveries, and business travel.

Carbon Neutrality Commitment

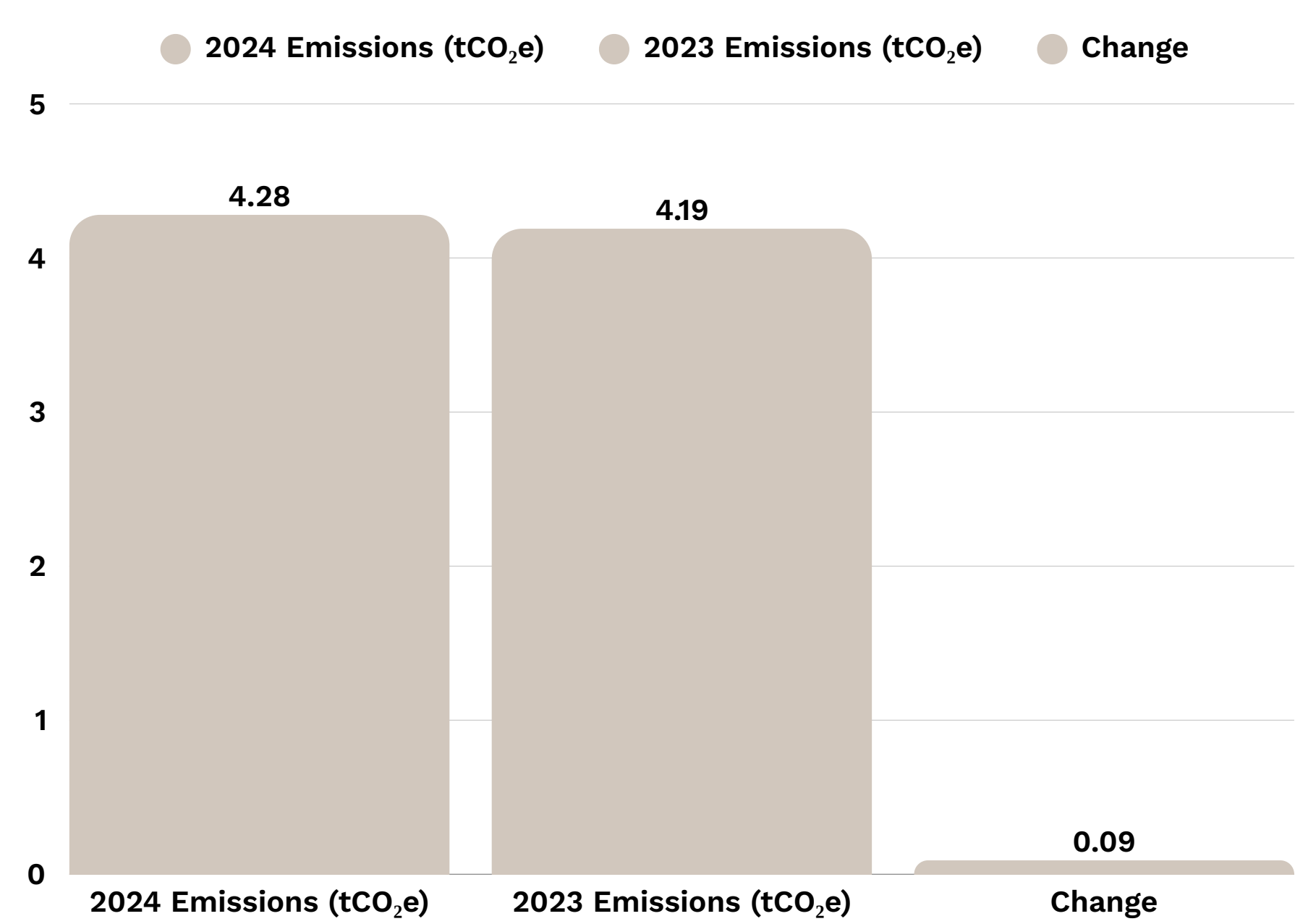
We are committed to achieving carbon neutrality through a combination of energy efficiency upgrades, renewable energy investments, and transitioning from fossil fuels. Key actions include:

Initiative	Action	Impact
Transition from Fossil Fuels	Phased out traditional diesel generators	Reduced diesel-related emissions
Green Electricity	Partnered with renewable energy providers	Ensured sustainable energy consumption
Carbon Offsetting	Offset greenhouse gas emissions by purchasing and canceling carbon credits from a wind energy project in Gujarat	Balanced company’s carbon footprint
Sustainable Transportation	Incentivized public transportation for employees	Reduced transportation-related emissions

Scope 1 Emission

Our emissions assessment, aligned with the GHG Protocol, shows that there is currently no activity in Scope 1, as our business operations do not involve any direct fossil fuel consumption. While Scope 2 emissions remain minimal, our Scope 3 emissions reflect increased business growth, emphasizing the importance of sustainable supplier engagement, optimized logistics, and digital transformation.

Scope 2 Emission



We have maintained a low Scope 2 footprint, ensuring that our business operations are energy-efficient and responsible. Our continued focus on efficient energy management keeps emissions stable despite business expansion.

Scope 3 Emission

The majority of our emissions come from logistics, business travel, and supplier activities, which are natural to our B2B trade model. Our proactive steps in route optimization, sustainable sourcing, and digitalization help mitigate these impacts. The rise in logistics and supplier-related emissions is a reflection of our business growth and expanded trade volume.

carbon offset credits

Excellent Facets Inc. voluntarily offset its residual greenhouse gas emissions by purchasing and cancelling UNFCCC-certified carbon credits from a wind energy project in Gujarat, supporting renewable energy generation and achieving carbon neutrality for the reporting year.

United Nations
Framework Convention on
Climate Change

VOLUNTARY
CANCELLATION
CERTIFICATE

CDM
Registry
Administration
UNFCCC

Start serial number: IN-5-307524393-1-1-0-3578
End serial number: IN-5-307524553-1-1-0-3578

The certificate is issued in accordance with the procedure for voluntary cancellation in the CDM Registry. The reason included in this certificate is provided by the cancellor.

Date: 22 DECEMBER 2025
REFERENCE: VC40030/2025

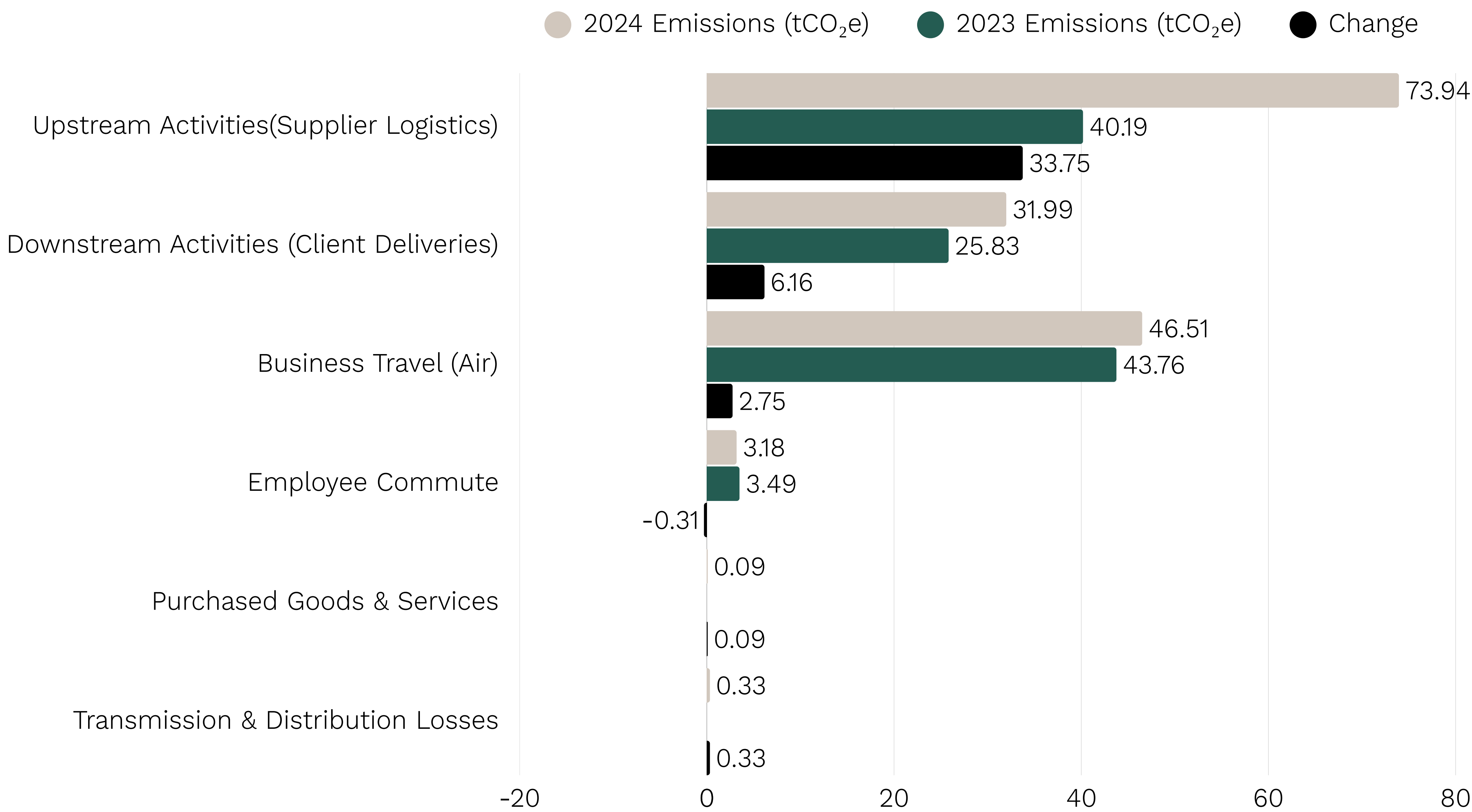
Presented to
Excellent Facets Inc.
Project
7.5 MW wind energy project by Lal Mahal Limited in the State of Gujarat
Reason for cancellation
Excellent Facets Inc. has purchased carbon credits to offset its Scope 1, Scope 2, and Scope 3 greenhouse gas emissions for the calendar year 2024, thereby achieving carbon neutrality for the year 2024.

Number of units
cancelled

161 CERs
Equivalent to 161 tonne(s) of CO₂

Annual Sustainability Report 2024

62



However, our strategic supply chain efficiencies, digital tools, and sustainable partnerships are helping manage this impact.

Innovation & Technology

Innovation is key to our strategy:

- **Blockchain Transparency:** iTraceIT and Rightclick ERP technology enhances supply chain transparency and fosters trust.

Sustainable Practices

Our approach extends to water conservation, waste management, and community engagement:

- **Water Conservation:** We utilize rainwater harvesting systems to reduce external water use.
- **Sustainable Packaging:** We prioritize biodegradable materials to reduce waste.
- **Community Initiatives:** Through tree planting and renewable energy adoption, we empower local communities and enhance biodiversity.

A Vision for the Future

At Excellent Facets, we are dedicated to creating shared value for society and leaving a positive impact on the planet. By integrating circular economy principles, fostering green energy partnerships, and embracing innovation, we continue to lead the way toward a sustainable future in the diamond industry.

SCIENCE-BASED TARGETS COMMITMENT

GRI 305-5, 2-22 / ESRS E1 / E1-1, E1-4

At Excellent Facets Inc., we recognize the critical role that businesses must play in mitigating climate change. In alignment with global climate goals, we are committed to reducing our absolute greenhouse gas (GHG) emissions in accordance with the Science-Based Targets initiative (SBTi).

Our Commitment to Science-Based Targets

Excellent Facets Inc. has committed to the SBTi framework, ensuring that our emissions reduction strategy aligns with the 1.5°C scenario outlined in the Paris Agreement. Our approach follows the globally recognized GHG Protocol standards for Scope 1, 2, and 3 emissions.

Our Science-Based Targets

Emissions Scope	Target	Base Year	Target Year	Reduction Approach
Scope 1 & 2	42% reduction	2023	2030	Absolute Contraction Approach

Scope 3	Measure & reduce emissions	2023	Ongoing	Value Chain Engagement
---------	----------------------------	------	---------	------------------------

Approach & Implementation

- Scope 1 & 2: We are actively exploring opportunities to transition to renewable energy sources where feasible, though we acknowledge the challenges posed by leasing rather than owning some of our office spaces. Despite this, we remain committed to implementing energy-efficient measures and reducing absolute emissions in line with our SBTi targets.
- Scope 3: We recognize the significance of value chain emissions and are taking steps to measure, engage, and drive reductions across our supply chain partners.

Consistency & Transparency

- There have been no changes to our targets, measurement methodologies, or data collection processes since our commitment was established.
- All assumptions, data sources, and reporting metrics remain aligned with our original framework, ensuring transparency and accountability in our climate strategy.

Our Future Outlook : Excellent Facets Inc. will continue to refine its climate action strategy, incorporating innovative solutions to achieve our 42% reduction target by 2030 while actively engaging stakeholders across our value chain to reduce Scope 3 emissions.

ENERGY EFFICIENCY AND INNOVATION

GRI 302-1, 302-4 / ESRS E1 (E1-1, E1-6)

As a trading office, our direct energy consumption is minimal. However, we take proactive steps to reduce our environmental impact by implementing energy-efficient office practices:

- Optimizing office energy use by utilizing energy-efficient equipment, and smart power management systems.
- Reducing unnecessary energy consumption through automated shutdown policies for computers and office devices.
- Encouraging a paperless work environment and digital solutions to reduce energy-intensive printing and waste.

Energy Consumption in the Supply Chain

Recognizing that energy use extends beyond our operational boundaries, Excellent Facets Inc. encourages its supply chain partners to implement sustainable energy practices:

- Partnering with logistics providers that prioritize low-carbon transportation and eco-friendly distribution methods.
- Encouraging suppliers and manufacturing partners to adopt energy-efficient technologies, such as laser cutting, precision manufacturing, and optimized production processes.

Innovation for Sustainable Growth

Innovation plays a key role in enhancing sustainability within the diamond industry. Excellent Facets Inc. actively promotes:

- Advanced diamond cutting technologies, such as laser cutting to improve precision and reduce energy waste.
- The integration of blockchain technology to enhance transparency and ensure ethical sourcing throughout the diamond supply chain.
- Exploring digital platforms to streamline operations and minimize energy-intensive processes in trading and transactions.

WATER MANAGEMENT

GRI 303-1, 303-3, 303-5 / ESRS E1 (E1-1, E1-6)

Water is a critical resource for Excellent Facets, essential to industrial processes, cleaning, and cooling systems. Our commitment to sustainable water management focuses on reducing consumption, enhancing efficiency, and minimizing environmental impact.

Water Consumption

We source water from municipal supplies, groundwater, and rainwater harvesting systems while actively investing in recycling and efficiency initiatives. Our current water consumption stands at 16.89 cubic meters, reflecting our commitment to responsible resource management.

Water Conservation Strategy & Targets

We are committed to:

- ✓ Reducing water consumption by 5% by 2028 through efficiency measures.
- ✓ Expanding water recycling systems across operations.
- ✓ Investing in water-efficient technologies to optimize resource use.

Key Initiatives

Community Engagement

- We collaborate on local water conservation projects and conduct awareness programs to promote responsible water use among employees and suppliers.

BIODIVERSITY AND CONSERVATION

GRI 304-1, 304-2, 304-3, 304-4, 308-1 / ESRS E1 (E1-1, E1-6)

Our Commitment to Biodiversity

Biodiversity is the foundation of a thriving planet, and at Excellent Facets, we recognize our responsibility to safeguard natural ecosystems. As a diamond trading company, our primary impact on biodiversity arises from sourcing decisions and supply chain partnerships, rather than direct manufacturing or mining. Therefore, we are committed to influencing our suppliers and partners to uphold responsible environmental practices and mitigate biodiversity risks.

By integrating science-based conservation principles, we align our efforts with the Global Biodiversity Framework, Science-Based Targets for Nature (SBTN), and the United Nations Sustainable Development Goals (SDG 14 & 15).

Biodiversity Risk & Impact Assessment

To ensure proactive biodiversity management, we conduct Biodiversity Impact and Risk Assessments to evaluate potential risks associated with our upstream value chain. This assessment helps us identify high-risk sourcing areas and implement supplier engagement strategies that promote biodiversity conservation.

Key Biodiversity Risks & Mitigation Measures:

Value Chain Stage	Biodiversity Impact	Mitigation Strategies
Raw Material Sourcing (Procurement from Mines & Suppliers)	Land degradation, habitat destruction, and species loss	Partnering with ethical & certified suppliers, supporting restoration programs, and promoting biodiversity offsets
Supply Chain & Logistics	Carbon emissions, habitat fragmentation, and pollution	Optimizing logistics to reduce travel distances, prioritizing low-emission transport, and adopting eco-friendly packaging
Corporate & Office Operations	Urban sprawl, resource consumption	Implementing green office policies, supporting afforestation projects, and reducing waste & energy consumption
Waste & Disposal	Marine and terrestrial pollution	Encouraging circular economy principles, responsible waste management, and supplier adherence to sustainable disposal practices

Biodiversity Conservation Strategies & Initiatives

1. Responsible & Ethical Sourcing

- Partnering with ethical mining organizations to ensure that raw material sourcing does not contribute to habitat destruction.
- Strengthening traceability within our supply chain to verify that materials are ethically sourced.
- Supporting initiatives that rehabilitate and restore ecosystems impacted by diamond extraction.

2. Supplier Water Stewardship & Ecosystem Protection

- Engaging with suppliers to implement advanced water recycling systems and Zero Liquid Discharge (ZLD) policies.
- Assessing supplier water use in water-stressed sourcing regions and encouraging efficient water management practices.

3. Climate & Energy Transition for Biodiversity Protection

- Encouraging suppliers to adopt renewable energy solutions to mitigate climate change effects on biodiversity.
- Advocating for low-carbon practices within the diamond supply chain.
- Supporting initiatives that align carbon reduction goals with biodiversity conservation.

4. Circular Economy & Waste Reduction

- Promoting eco-friendly, biodegradable, and recyclable packaging among suppliers and logistics partners.
- Partnering with waste management organizations to ensure responsible disposal and recycling of industrial waste in our value chain.

5. Enhancing Green Spaces & Habitat Restoration

- Supporting reforestation and afforestation projects in collaboration with environmental NGOs.
- Encouraging office-based sustainability efforts, such as green infrastructure and native plant landscaping.

6. Stakeholder Engagement & Conservation Advocacy

- Conducting biodiversity awareness training for employees, suppliers, and partners.
- Collaborating with environmental organizations to promote biodiversity conservation beyond operational boundaries.
- Advocating for sustainable practices across the diamond industry.

Biodiversity is the foundation of a thriving planet, and at Excellent Facets, we recognize our responsibility to safeguard natural ecosystems. As a diamond trading company, our primary impact on biodiversity arises from sourcing decisions and supply chain partnerships, rather than direct manufacturing or mining. Therefore, we are committed to influencing our suppliers and partners to uphold responsible environmental practices and mitigate biodiversity risks.

By integrating science-based conservation principles, we align our efforts with the Global Biodiversity Framework, Science-Based Targets for Nature (SBTN), and the United Nations Sustainable Development Goals (SDG 14 & 15).

Assessing and Managing Biodiversity Risks in Sourcing

While Excellent Facets does not directly engage in mining or manufacturing, we recognize that our sourcing activities have indirect biodiversity impacts. Through supplier engagement and due diligence, we assess potential nature-related risks in our upstream value chain, including:

- **Water Stress:** Some sourcing regions face high water scarcity, affecting responsible diamond processing. We prioritize suppliers with water-efficient practices in high-risk areas and use mapping tools to enhance assessments.
- **Land Degradation & Habitat Loss:** Diamond mining can contribute to deforestation and ecosystem disruption. We work with certified suppliers who implement land rehabilitation programs.
- **Climate Risks:** Extreme weather events can disrupt supply chain logistics and impact diamond availability. We engage suppliers on climate resilience strategies.
- **Biodiversity-Sensitive Areas:** Our sourcing locations may be situated in environmentally sensitive areas. Using tools such as the WWF Biodiversity Risk Filter, we assess the proximity of upstream sourcing regions to critical ecosystems.

To mitigate these risks, we collaborate with ethical mining organizations, promote biodiversity-friendly sourcing practices, and support conservation projects in high-risk sourcing areas. Our commitment ensures that biodiversity protection remains an integral part of our responsible sourcing strategy.

Measuring Progress & Future Goals

To ensure accountability, Excellent Facets has established measurable biodiversity targets and tracks its impact through key performance indicators (KPIs).

Target	Milestone	Completion Year
Reduce operational water consumption by 5%	Investment in water-efficient technologies	2028
Increase onsite green cover by 15%	Sustainable landscaping & tree planting initiatives	2028
Achieve 100% responsible sourcing certification	Collaborate with ethical sourcing programs	2027
Expand waste recycling & circular economy initiatives	Reduce non-biodegradable waste by 50%	2030

Excellent Facets has established monitoring mechanisms for carbon emissions, supplier compliance, and human rights tracking, but a comprehensive monitoring framework covering all ESG targets across direct operations and the supply chain is still evolving. Current tracking efforts include:

- **Supplier Sustainability Metrics:** Monitoring supplier carbon emissions, water usage, and waste management performance.
- **Upstream ESG Performance Reviews:** Conducting periodic sustainability assessments with key suppliers.
- **Technology-Enabled Monitoring:** Expanding digital traceability solutions to enhance compliance tracking in real-time.
- **Third-Party Audits & Benchmarking:** Strengthening independent verification processes to ensure transparency in reporting.

Our next steps involve enhancing biodiversity monitoring, improving supplier data collection, and expanding the scope of sustainability-linked performance metrics across our supply chain.

Our Commitment to a Nature-Positive Future

At Excellent Facets, biodiversity conservation is more than just an environmental initiative—it is an integral part of our corporate sustainability strategy. By embedding nature-positive business practices, we strive to achieve net positive impact (NPI) on biodiversity, ensuring that our operations contribute to a healthier planet. Our vision for biodiversity aligns with the Kunming-Montreal Global Biodiversity Framework, focusing on:

- Minimizing biodiversity loss across our value chain.
- Investing in conservation-driven innovations for a sustainable future.
- Upholding ethical business practices that protect ecosystems.

As we continue this journey, we remain committed to transparent reporting, continuous improvement, and industry-wide collaboration to drive meaningful biodiversity action.

NATURE ROADMAP: OUR PATH TO A THRIVING PLANET

GRI 3-3, 304-1, 304-2, 304-3, 304-4, 308-1 / ESRS E4 (E4-1, E4-2, E4-3, E4-4), ESRS 2 (IRO-1)

Preserving Biodiversity | Protecting Ecosystems | Pioneering a Nature-Positive Future

At Excellent Facets, sustainability is embedded in every aspect of our business. With our Nature Roadmap, we take a structured approach to assess, commit, transform, and disclose our impacts on nature, ensuring our operations contribute to a thriving planet. We align with the Watch & Jewellery Initiative 2030 (WJI 2030) and the Global Biodiversity Framework (GBF) to lead in responsible sourcing, ethical manufacturing, and biodiversity conservation.

Assess: Understanding Our Impact on Nature

Preparing for Change

- Establish a dedicated biodiversity team within the sustainability department.
- Collaborate with suppliers, NGOs, and industry associations to assess biodiversity risks.
- Use WWF Biodiversity Risk Filter and SBTN Materiality Screening to collect data.

Screening for Biodiversity Risks

- Identify key risks in mining, water use, and land conversion.
- Assess biodiversity impact across the entire value chain.

Prioritizing Actions

- Reduce water pollution and land degradation.
- Prevent deforestation and habitat destruction.
- Ensure ethical sourcing and nature-positive business practices.

Commit: Our Vision for a Nature-Positive Future

Our Commitment Statement

"By 2030, Excellent Facets will achieve a net positive impact on biodiversity, actively contributing to the restoration and regeneration of ecosystems throughout our operations and supply chain."

SMART Targets for 2030

- **Avoid:** Achieve zero conversion of natural ecosystems in our diamond supply chain.
- **Reduce:** Implement a 30% reduction in water usage within high-risk sourcing and manufacturing locations by 2025.
- **Restore:** Commit 10K in targeted investments toward ecosystem restoration initiatives in regions impacted by our operations.
- **Transform:** Ensure full traceability and verified ethical sourcing for 100% of our diamonds by 2030.

Action Plan

- Implement Biodiversity Management Plans (BMPs) at operational sites.
- Work with suppliers to adopt sustainable mining practices.
- Shift toward recycled materials to reduce virgin resource demand.

Monitoring Progress

- Increase recycled materials in production.
- Reduce water consumption and pollution.
- Restore and protect critical ecosystems.

Transform: Driving Lasting Change

Innovating for Sustainability

- Adopt a circular economy model with recyclable and long-lasting products.
- Integrate renewable energy solutions in operations.

Industry Collaboration & Policy Advocacy

- Partner with Responsible Jewellery Council (RJC) and Alliance for Responsible Mining (ARM).
- Advocate for stronger biodiversity policies.

Empowering Supply Chains & Communities

- Provide sustainability training for suppliers.
- Invest in ecosystem restoration projects with WWF & Conservation International.

Disclose: Transparency & Accountability

Reporting & Disclosure

- Align reporting with CSRD, GRI, and TNFD frameworks.
- Publicly disclose biodiversity impacts and progress.

Communicating Our Impact

- Use blockchain technology to enhance supply chain transparency.
- Engage in global biodiversity initiatives to drive industry-wide change.

Conclusion: Leading the Way to a Nature-Positive Future

The Nature Roadmap is our commitment to transforming how we do business. By prioritizing biodiversity, sustainability, and ethical sourcing, Excellent Facets will lead the way in responsible diamond manufacturing.

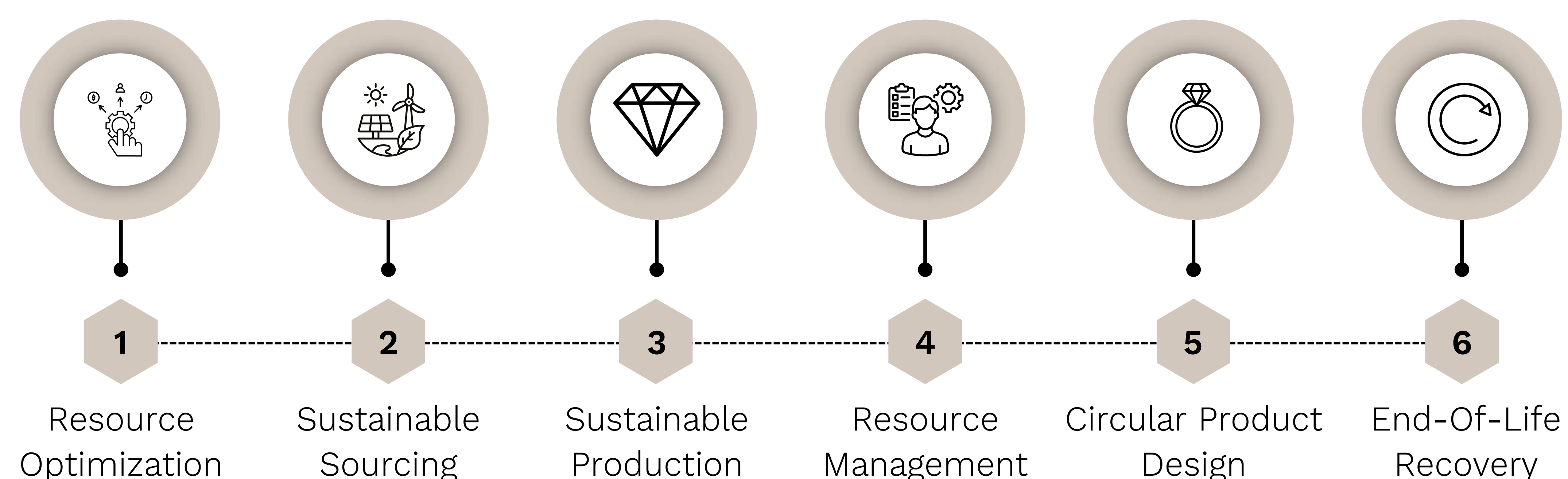
Our Goals for 2030



PRESERVING RESOURCES

GRI 301-2, 301-3, 306-1, 306-2, 306-4, 306-5 /
ESRS E5 (E5-1, E5-2, E5-3)

At Excellent Facets, we actively embrace circular economy principles and innovative waste management strategies to enhance sustainability and minimize environmental impact across our operations. Specializing exclusively in natural diamonds, we directly oversee ethical sourcing, processing, and resource management through our manufacturing partner in Visakhapatnam, India. Our notable initiatives include:



Recycling and Repurposing Natural Diamonds

Facilitating Diamond Resale and Repurposing: Natural diamonds are durable, reusable resources. We actively support and facilitate the resale and repurposing of pre-owned natural diamonds, extending their lifecycle and reducing the environmental impact associated with new mining.

Optimizing Recutting and Polishing: In our dedicated manufacturing facility, we employ advanced techniques to optimize recutting and repolishing processes, minimizing material loss and maximizing diamond value.

Sustainable Sourcing of Natural Diamonds

Ethical Procurement Practices: We source natural diamonds exclusively from suppliers who strictly adhere to ethical sourcing standards,

conflict-free certifications, and responsible business practices.

Responsible Processing Practices

Reducing Cutting and Polishing Waste: Using Computer-Aided Design (CAD) and 3D modeling, we optimize precision during diamond cutting, significantly reducing unnecessary material loss.

Maximizing Resource Utilization: Our operations incorporate advanced filtration systems to collect diamond dust generated during polishing, ensuring efficient use of resources and minimal waste.

Efficient Resource Management

Water Conservation in Processing: We implement water recycling technologies, at our manufacturing partner to significantly reduce water consumption during diamond processing.

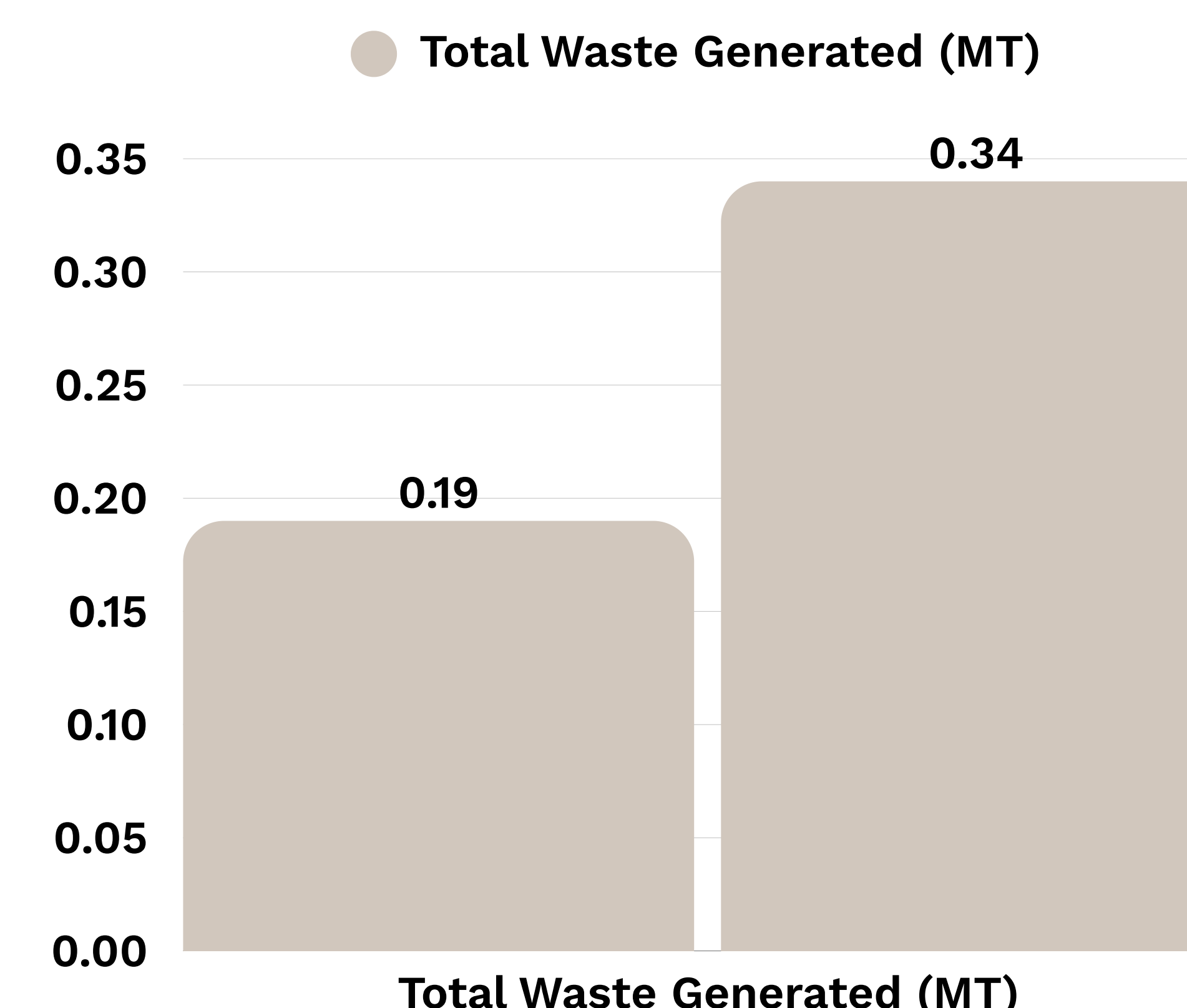
Circular Product Design

Eco-Friendly Packaging Initiatives: Excellent Facets prioritizes biodegradable and recyclable packaging materials for all diamond shipments, reducing environmental impact throughout our supply chain.

End-of-Life Recovery for Natural Diamonds

Promoting Resale and Reuse: We proactively facilitate the resale, repurposing, and trading of natural diamonds, retaining their value and promoting sustainability within the luxury diamond sector.

Integrated Sustainability Principles: Sustainability is deeply embedded in every aspect of our business, from sourcing and manufacturing to packaging and distribution, reinforcing our long-term commitment to responsible practices.



Reclaimed Products and Their Packaging Materials

At Excellent Facets, sustainability is embedded in our product lifecycle management. We actively reclaim materials, particularly broken diamonds, to minimize waste and conserve valuable resources. Our commitment to a circular economy involves the following practices:

Reclamation of Broken Diamonds: After diamonds are used in production, any broken or excess diamonds are carefully collected and reclaimed. These diamonds are then processed into new products, reducing the need for new raw materials and minimizing environmental impact.

Collection of Diamond Dust and Polishing Waste: In addition to broken diamonds, we collect diamond dust and waste generated during the cutting and polishing processes. This material is also repurposed and used in the creation of new products, ensuring that no material goes to waste.

Biodegradable and Recyclable Packaging: Our packaging materials are made from biodegradable or recyclable materials, further contributing to sustainability and reducing environmental impact.

Circular Economy Integration: By reclaiming diamonds and other materials, we support the circular economy model, where resources are reused, waste is minimized, and the environmental footprint is reduced. This approach aligns with Sustainable Development Goal (SDG) 12 (Responsible Consumption and Production).

RELEVANT SDGs :



CUSTOMER HEALTH AND SAFETY

GRI 416-1, 416-2, 417-1, 417-2, 417-3 / ESRS S4 (S4-1, S4-2)

At Excellent Facets, safeguarding customer health and ensuring product safety are central to our commitment to delivering responsibly sourced natural diamonds. Our rigorous quality controls, ethical procurement standards, and transparent practices ensure each diamond meets stringent excellence criteria and aligns with responsible business practices.

Product Integrity and Certification

Every natural diamond undergoes comprehensive quality checks and certification by internationally recognized grading authorities. Strict adherence to the Kimberley Process Certification Scheme ensures all diamonds are conflict-free, ethically sourced, and fully traceable.

Safety and Quality in Diamond Processing

manufacturing partner in Visakhapatnam, India, follows rigorous industry standards to ensure exceptional quality and safety throughout diamond cutting and polishing processes.

Chemical Safety Standards: We strictly adhere to industry regulations, eliminating hazardous substances from diamond processing and ensuring product integrity and workplace safety.

Ethical Product Assurance and Innovation

Precision Grading and Mapping: We employ advanced technologies such as Sarine modeling for precise grading, ensuring optimal diamond quality and accuracy.

Natural Diamond Authenticity: Excellent Facets exclusively sources and trades in natural diamonds, maintaining their authenticity, beauty, and value through transparent and ethical practices.

Sustainable and Safe Packaging

We use biodegradable and recyclable packaging materials aligned with global environmental standards, minimizing our ecological footprint while ensuring safe, non-toxic delivery solutions for our customers.

Transparency and Customer Communication

Every diamond from Excellent Facets includes comprehensive product disclosures detailing origin, grading, and certification, empowering customers to make informed decisions. Clear instructions for diamond care and maintenance are provided to help preserve the brilliance and longevity of every stone.

ENVIRONMENTAL COMPLIANCE

GRI 307-1, 302-1, 302-4, 305-2, 305-3, 306-1 / ESRS E1 (E1-1), ESRS E2, ESRS E5

At Excellent Facets, sustainability is not just a principle; it is the driving force behind our mission and operations. With a strong foundation built on the guidance of our Board of Directors, we are committed to tackling climate change, conserving precious natural resources, and ensuring a healthier planet for future generations.

Every aspect of our business reflects this commitment—from our strict adherence to local, national, and international environmental regulations to our alignment with global sustainability standards like ISO 14064 and GRI.

We prioritize accountability and transparency in our practices, continually evolving our strategies to meet the highest environmental standards. Innovation is at the core of our approach, enabling us to integrate eco-friendly practices in everything we do.

By leveraging technologies such as solar photovoltaics, wastewater recycling systems, and energy-efficient solutions, we minimize waste, reduce emissions, and optimize resource use to meet our ambitious sustainability goals.



Our dedication to sustainability extends beyond operational efficiencies. We actively engage with eco-conscious suppliers and empower our employees through training programs, ensuring that every individual plays a vital role in our sustainability journey.

We embrace circular economy principles, repurposing diamond dust and utilizing recyclable, biodegradable packaging materials to reduce waste.

To further our commitment, we offset Scope 3 GHG emissions through initiatives like the **UNFCCC "155 MW Gas-Based Combined Cycle Power Project at Hazira"** and contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

By adopting renewable energy and supporting reforestation efforts, we create positive, lasting environmental and social impacts.

Our vision is clear: we aim to lead by example, inspiring change across industries and contributing to a greener, more sustainable world.

At Excellent Facets, sustainability is woven into the very fabric of who we are, and it will continue to define our legacy for generations to come.

2030 ROADMAP AND GOALS: ENVIRONMENTAL STRATEGY

Goal	KPI (Key Performance Indicator)	Baseline Year	Target Year	Monitoring Frequency
Reduce Carbon Emissions	50% reduction in CO ₂ emissions (Scope 1 & 2)	2023	2027	Annually
Transition to Renewable Energy	100% electricity from renewable sources	2023	2028	Annually
Improve Water Efficiency	30% reduction in water consumption per carat	2023	2028	Annually
Strengthen Diamond Traceability	100% diamonds verified via traceability tools	2024	2028	Quarterly
Achieve Zero Waste-to-Landfill	100% waste recycling & reuse in operations	2023	2028	Annually
Optimize Energy Efficiency	40% reduction in energy consumption per carat	2023	2028	Annually
Restore Mining-Affected Ecosystems	100,000+ trees planted & 50 hectares restored	2024	2030	Bi-Annual
Eliminate Plastic Packaging	100% biodegradable & recyclable packaging	2023	2028	Annually
Reduce Scope 3 Carbon Emissions	30% reduction in supplier & logistics emissions	2023	2028	Annually



CORPORATE CITIZENSHIP

Frameworks Covered: GRI, ESRS

People are at the heart of our journey, as we foster safe workplaces, respect human rights, and contribute positively to the communities we engage with.

SDG ALIGNMENT



FOSTERING A THRIVING WORKPLACE

GRI 2-7, 401-2, 403-1, 403-2, 405-1, 405-2, 406-1 / ESRS S1 (S1-1, S1-7, S1-11)

At Excellent Facets, we believe that our people are our greatest asset. A thriving workplace is built on a foundation of trust, inclusivity, professional growth, and well-being. As part of our commitment to fostering a positive and empowering work environment, we implement comprehensive policies and initiatives to ensure that our employees feel valued, respected, and motivated to contribute to the company's success.

Promoting equity, Diversity and Inclusion

At Excellent Facets, we are proud to foster a diverse and inclusive workplace, recognizing that diversity drives strength and innovation. While we celebrate the representation of women in leadership roles, we are committed to improving gender diversity at all levels of the organization. Through targeted recruitment strategies, mentorship programs, and leadership development initiatives, we aim to attract, retain, and empower female talent, creating equitable opportunities across our workforce.

We firmly uphold the principle of equal pay for equal work (GRI 405-2). Our annual remuneration reviews ensure pay equity, free from gender bias, and aligned with our commitment to fairness and transparency.

Ratios of Employee Compared to Local Minimum Wage

We maintain a fair wage policy, ensuring that all employees paid above minimum wages , regardless of gender, exceed local minimum wage requirements. By promoting pay equity, we contribute to reducing income disparities and fostering a socially inclusive workplace, aligning with SDG 8 (Decent Work and Economic Growth) and SDG 5 (Gender Equality).

Proportion of Senior Management Hired from the Local Community

As part of our commitment to community development. This practice ensures that we contribute to local economic growth, leverage regional expertise, and build strong relationships with stakeholders while fostering social inclusion and empowerment.

Zero Tolerance for Discrimination

We are deeply committed to fostering a workplace that values respect, inclusivity, and equality. Our zero-tolerance policy ensures every individual, regardless of gender, race, ethnicity, religion, age, disability, or other characteristics, is treated fairly and with dignity. Aligned with global ethical standards, this policy underscores our corporate values and commitment to a respectful work environment.

To support this, we have established clear reporting protocols for grievances related to discrimination, harassment, or unfair treatment. Our grievance redressal mechanism guarantees transparency, impartiality, and timely resolution, creating a safe space for all employees.



Employee Well Being and safety

- **Health and Safety:** We strictly adhere to occupational health and safety standards, ensuring a hazard-free workplace with regular safety training, audits, and emergency preparedness drills.
- **Mental Health Support:** We provide access to mental health resources, including counseling services and stress management programs, recognizing the importance of holistic well-being.
- **Work-Life Balance:** Our flexible work policies allow employees to balance their professional and personal responsibilities effectively.



Fair Labor Practices and Ethical Standards

- **Fair Employment Policies:** Our policies ensure compliance with labor laws, providing fair wages, benefits, and working conditions for all employees.
- **Zero Tolerance for Harassment:** We maintain a zero-tolerance policy for workplace harassment or discrimination, with robust reporting and resolution mechanisms.



Engagement and Empowerment

We prioritize our employees' well-being and professional growth through a variety of initiatives:

- **Open Communication:** A culture of transparency is fostered through regular feedback mechanisms such as surveys, town halls, and one-on-one discussions, ensuring employee voices are heard.
- **Recognition Programs:** Outstanding performance and contributions are celebrated through awards, bonuses, and public acknowledgment to motivate and inspire excellence.
- **Empowerment Initiatives:** Employees are encouraged to take ownership of projects, fostering innovation, accountability, and professional growth.
- **Family Support:** Recognizing the importance of work-life balance, we offer generous parental leave policies.

INCORPORATING HUMAN RIGHTS

GRI 2-23, 2-25, 2-26, 406-1, 408-1, 409-1, 414-1 / ESRs S1 (S1-1, S1-4, S1-6), ESRs S2 (S2-1, S2-3)

At Excellent Facets, our unwavering commitment to upholding human rights and fostering ethical labor practices is at the core of our business operations. We recognize that protecting the dignity, well-being, and rights of all individuals in our workforce and supply chain is both a moral obligation and a critical component of our corporate responsibility.

Commitment to Human Rights:

The International Bill of Rights	Includes the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social, and Cultural Rights.
ILO Conventions	Fundamental labor standards, such as the prohibition of forced labor, child labor, and discrimination, and the right to freedom of association and collective bargaining.

Eradicating Forced and Child Labor:

- **Kimberley Process Certification Scheme**
Ensures that no diamonds from conflict zones enter our supply chain.
- **Supplier Compliance**
Routine audits to verify adherence to international standards that prevent forced, bonded, and child labor.
- **Ethical Sourcing**
Due diligence framework ensuring conflict-free and ethically mined diamonds throughout the value chain.

Ethical Recruitment Practices

Our recruitment process is designed to be transparent, fair, and free from exploitation, ensuring ethical recruitment practices across all geographies. We uphold a policy of zero recruitment fees to prevent the exploitation of workers in our hiring processes.

Employee Awareness and Training

All employees, including management, undergo regular training to understand and uphold human rights and ethical labor standards. Our Code of Conduct clearly outlines the expectations for ethical behavior, and employees are regularly updated on changes in labor laws and practices.

Human Rights Due Diligence (HRDD) Process

We are committed to conducting ongoing human rights due diligence (HRDD) to prioritize, assess, and respond to potential and actual human rights impacts in our operations and value chain. Our HRDD process includes:



Grievance Mechanisms

We have established a publicly accessible grievance mechanism to enable the reporting and resolution of any concerns related to human rights. This mechanism is thoughtfully designed to:

- **Inclusivity:** Open to employees, suppliers, and external stakeholders.
- **Comprehensiveness:** Accepts reports on all human rights incidents or concerns.
- **Accessibility:** Reports accepted in multiple languages.

Reporting Process

- Audience: Our grievance mechanism is open to all employees, suppliers, and external stakeholders
- Links: For more detailed information, please refer to our Employee Handbook and Vendor Code of Conduct.
- Confidentiality and Non-Retaliation: All reports are treated with the utmost confidentiality, and we ensure that there is no retaliation against anyone who reports a concern in good faith.

Process Description

- **Submission:** Grievances can be emailed to President Deepak Sheth (deepak@excellentfacets.com).
- **Review:** Reports reviewed by the President, who serves as Human Rights Lead.
- **Investigation:** Thorough investigations involving relevant departments and external experts if necessary.
- **Resolution:** Appropriate action taken to address violations promptly and effectively.
- **Feedback:** Complainant receives updates on progress and outcomes, ensuring transparency.

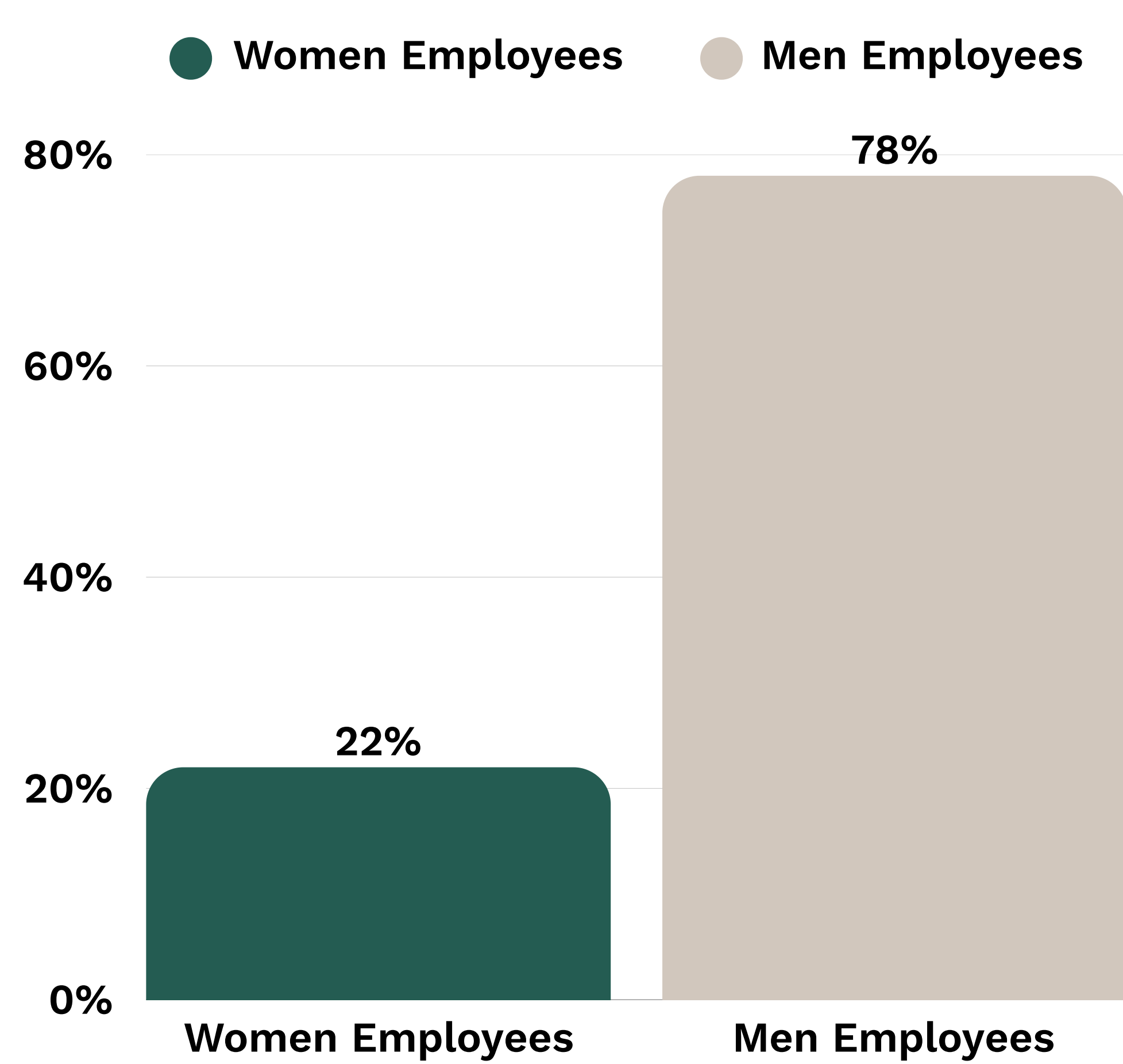
Transparent Supply Chain

We conduct regular third-party audits of our supply chain to ensure compliance with human rights standards and ethical labor practices. Our blockchain-enabled traceability systems provide visibility into the origin and journey of every diamond, ensuring transparency and accountability.

FOSTERING DIVERSITY AND INCLUSION

GRI 405-1, 404-1 / ESRS S1 (S1-1, S1-7)

At Excellent Facets, we believe that diversity fuels creativity, equity fosters fairness, and inclusion strengthens our collective success. We are committed to building a workplace where every individual—regardless of gender, background, or role—has the opportunity to thrive.



Gender Representation

We recognize the importance of increasing gender diversity across all levels of our organization. Currently, our workforce consists of 22% women and 78% men. While this reflects our ongoing progress, we acknowledge the need for greater representation of women, particularly in leadership roles.

To bridge this gap, we are exploring targeted mentorship and leadership development programs to empower women in management.

Gender Pay Equity

As part of our commitment to fairness, we are working towards analyzing and addressing any gender wage disparities. Currently, we do not have company-wide data available on gender pay differences but we are evaluating frameworks for future reporting and benchmarking.

Training & Career Advancement

Empowering employees through education is key to creating an equitable workplace. On average, women employees at Excellent Facets have received 60 hours of training. However, we aim to increase training hours for leadership and technical skills to help advance women’s careers.

60

Average Training Hours
(Women)

Parental & Work-Life Balance Initiatives

We recognize that supporting employees extends beyond the workplace. Currently, we do not track parental leave retention rates, but we are exploring ways to strengthen parental benefits and work-life balance policies.

Diversity Beyond Gender

While gender diversity is a focus, we also aim to foster an inclusive workforce that represents a variety of backgrounds. Currently, we do not track workforce diversity beyond gender, but we are evaluating methods to enhance representation and inclusive hiring practices.

Commitment to a More Inclusive Future

At Excellent Facets, we understand that DEI is an ongoing journey. Moving forward, we are committed to:



By integrating these efforts into our long-term strategy, we aim to build a truly inclusive, equitable, and diverse workplace—one that reflects the values of fairness and opportunity for all.

COMMUNITY IMPACTS AND EMPOWERMENT

GRI 413-1, 413-2, 404-2, 201-1, 407-1 / ESRS S3 (S3-1, S3-2)

At Excellent Facets, we firmly believe that businesses thrive when communities prosper. Our commitment to creating positive community impact and fostering empowerment extends beyond our operations. Through meaningful engagement, strategic investments, and sustainability-driven initiatives, we contribute to the well-being of communities associated with the natural diamond trade and support ethical sourcing practices.

1. Empowering Local Communities

Dedicated manufacturing partner in Visakhapatnam, India, adheres to strict ethical employment standards. We proactively support fair labor practices, economic empowerment, and skill development programs, directly benefiting workers and their communities.

2. Education and Capacity Building

- **Scholarship and Educational Support:** Excellent Facets contributes to educational programs in diamond-trading communities, ensuring access to quality education for children and young adults.
- **Skills Development for the Diamond Trade:** We engage in training and awareness initiatives that promote professional growth, particularly in diamond assessment, responsible sourcing, and ethical business practices.

3. Supporting Community Development Initiatives

Project	Details
Healthcare Access	Support for medical awareness programs and partnerships to improve access to healthcare services in sourcing regions.
Clean Water and Sanitation	Contributing to initiatives such as rainwater harvesting systems and water purification projects to enhance community well-being.
Sustainability Efforts	Advocacy for responsible environmental practices, including support for green energy projects and carbon reduction initiatives.

Emergency Relief and Resilience Building

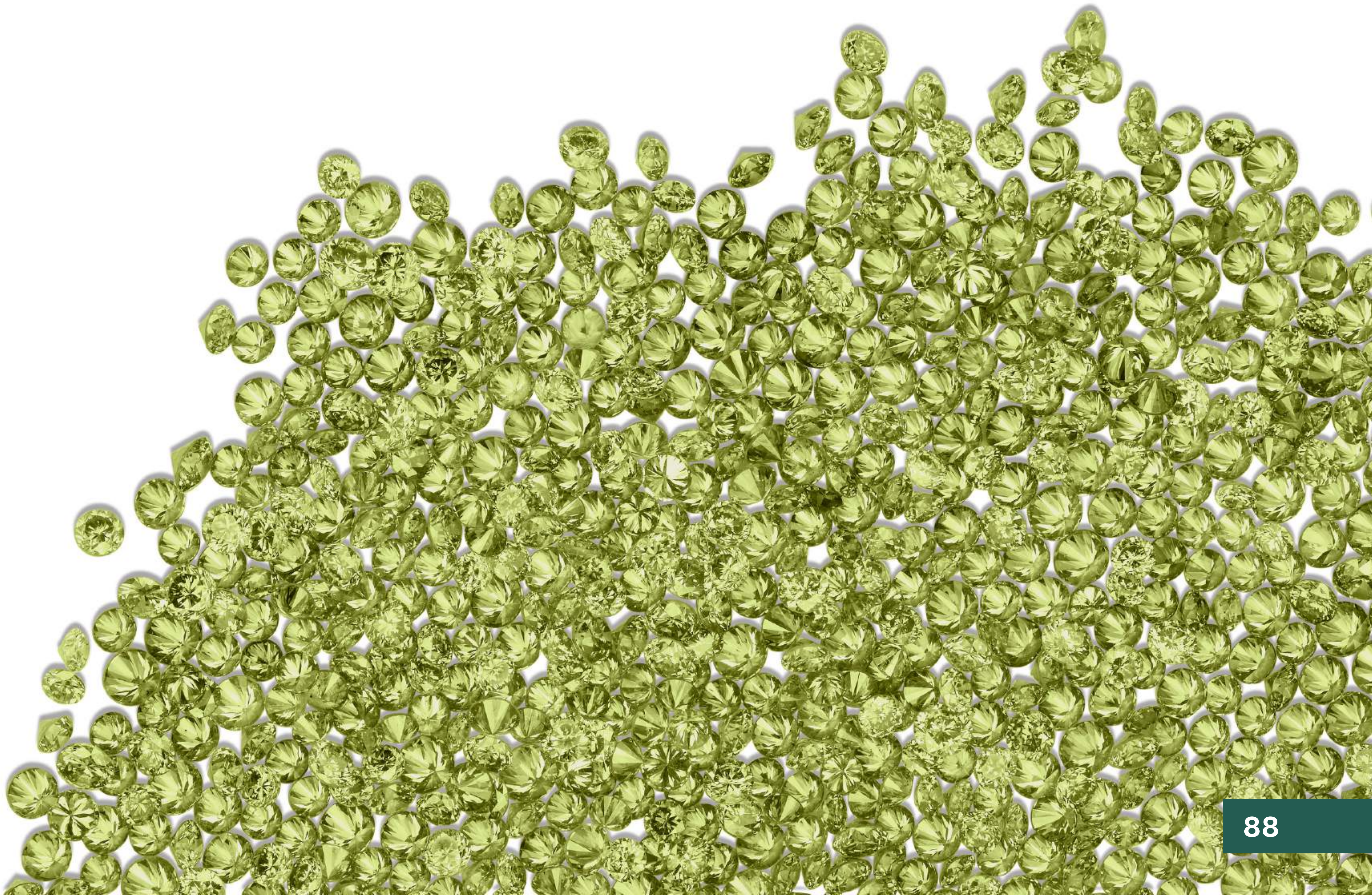
Focus Area	Details
Immediate Relief	Partnering with aid organizations to provide emergency support, such as food, shelter, and medical assistance during natural disasters.
Resilience Building	Supporting climate resilience education programs to help communities adapt to environmental and economic challenges.

5. Community Well-Being and Social Inclusion

- **Employee Volunteerism:** Excellent Facets encourages its employees to actively participate in community programs, supporting literacy campaigns, environmental conservation, and health initiatives.
- **Cultural Preservation:** We celebrate and support local traditions, contributing to cultural events, crafts, and heritage programs within communities linked to the natural diamond trade.

6. Commitment to Fair Labor Practices

- **Collective Bargaining Agreements:** At Excellent Facets, we uphold employees' rights to collective bargaining, ensuring fair working conditions, open dialogue, and transparency.
- **Currently, 100% of our employees are covered under collective bargaining agreements, reinforcing our dedication to workplace equity and well-being.**



SOCIOECONOMIC COMPLIANCE

GRI 201-1, 202-1, 204-1, 205-1, 205-2, 205-3, 407-1, 413-1 / ESRS S3 (S3-1, S3-2), ESRS G1

At Excellent Facets, we are committed to the highest standards of socioeconomic compliance, ensuring fair, equitable, and ethical operations while supporting economic and social development in the communities we serve. We adhere to global standards, local regulations, industry best practices, and align our efforts with the United Nations Sustainable Development Goals (SDGs) to create a positive societal impact.

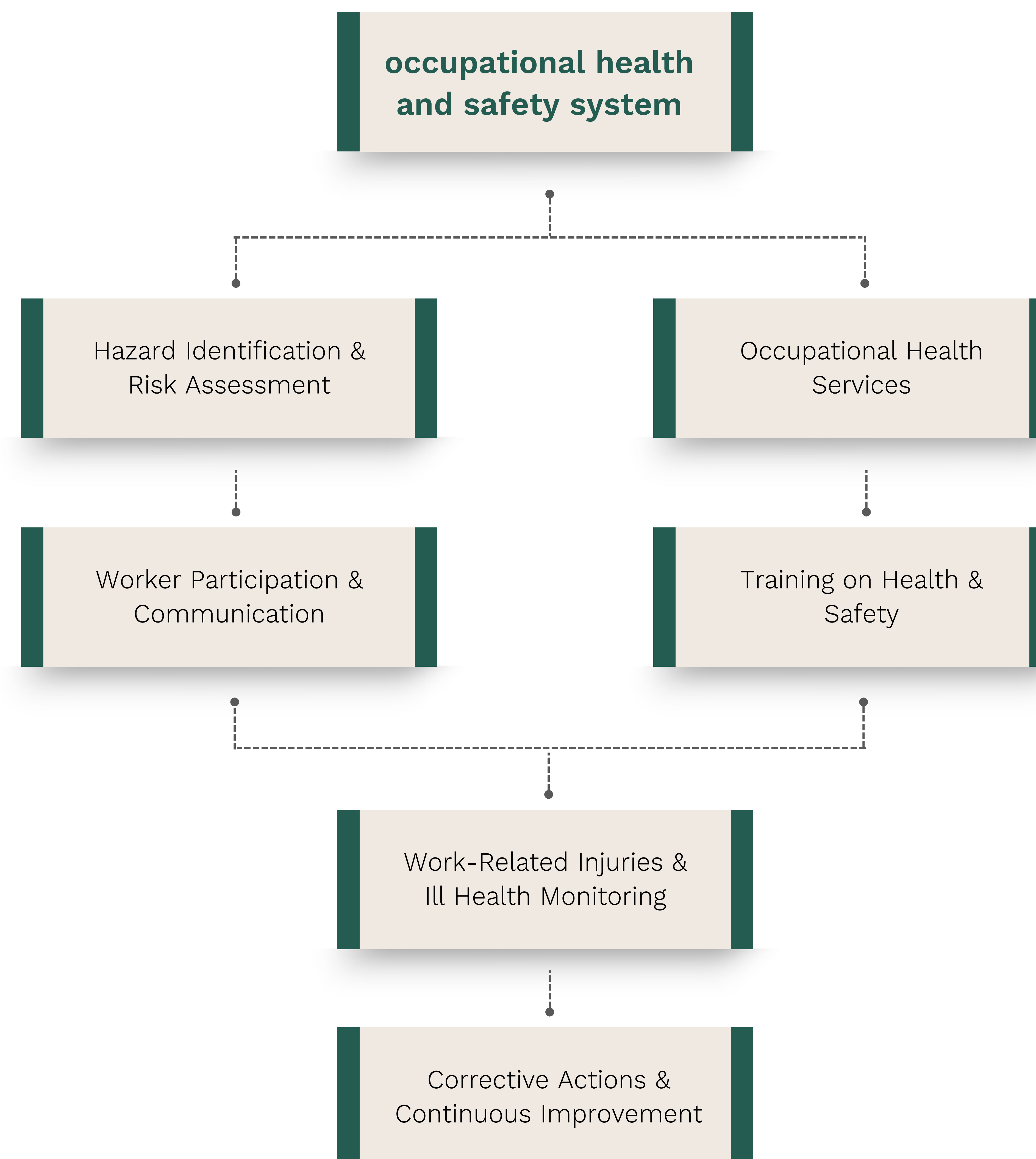


Promoting Economic Development: Excellent Facets prioritizes hiring from local communities, creating direct and indirect employment opportunities and contributing to regional economic growth. We collaborate with local and small businesses to promote inclusive economic growth, ensuring that our procurement practices benefit underserved communities.

Social Investments and Community Development: Excellent Facets invests in infrastructure projects, such as schools and healthcare centers, to improve the quality of life in the regions where we operate. We run training programs, for underprivileged groups, empowering them to participate in the economic growth of their communities.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-1,403-2, 403-3, 403-4, 403-5, 403-7,403-8,403-9, 403-10



At Excellent Facets, we are committed to maintaining a safe, healthy, and productive work environment. As a diamond trading company, our Occupational Health and Safety (OHS) approach focuses on office safety, employee well-being, and emergency preparedness, ensuring compliance with workplace regulations and best practices.

1. Workplace Health and Safety Management

- Regular safety assessments ensure compliance with local workplace regulations and industry best practices.
- Fire safety equipment and emergency response plans are in place to ensure a safe working environment.
- Ergonomic office setups minimize health risks associated with prolonged screen time and desk work.

2. Employee Health and Well-Being

- Annual health check-ups and wellness programs support overall employee well-being.
- Mental health awareness initiatives and stress management resources are available to promote a healthy work-life balance.
- First aid kits and access to emergency medical assistance are provided within the office.

3. Emergency Preparedness and Office Safety

- Fire safety drills and evacuation procedures are reviewed periodically to ensure a quick response in case of an emergency.
- Basic first aid training is provided to employees to handle minor health incidents effectively.
- Workstation ergonomics are optimized to reduce physical strain and enhance productivity.

4. Employee Training and Awareness

Employees receive basic safety training on:

- Fire safety and evacuation protocols
- Emergency first aid procedures
- Office security and emergency contacts

Quarterly safety briefings reinforce awareness of workplace health protocols.

5. Occupational Health and Safety Performance

Metric	Unit	Data
% of employees covered by OHSMS	%	100
Work-related fatalities	Numbers	0
Work-related injuries	Numbers	0
Work-related illness cases	Numbers	0
Lost workdays due to injury	Days	0

PHILANTHROPY AND COMMUNITY ENGAGEMENT

GRI 201-1, 201-2, 201-4, 202-1, 203-1, 203-2, 413-1 / ESRS S3 (S3-1, S3-2), ESRS E1 (E1-9)

The Deepak and Neena Sheth Foundation

Established by our president Deepak Sheth in 2012 to address hunger, education, and entrepreneurship aligned with the SDGs.
Focus Area: Hunger alleviation, education, entrepreneurship promotion.



Promotes positive social impact in diamond-producing communities by funding education, healthcare, and conservation.

Focus Area: Education, healthcare, conservation programs.



A global organization dedicated to child welfare, healthcare, education, and emergency aid for mothers and children.

Focus Area: Child healthcare, education, emergency aid.



Provides medical aid to those affected by conflicts, epidemics, disasters, and healthcare exclusion globally.

Focus Area: Medical care in conflict and disaster zones.



Assists with disaster relief, education, blood donation, and community services within the United States.

Focus Area: Disaster relief, education, blood donation.



Conducts pioneering pediatric cancer research and offers no-cost treatment for children with life-threatening illnesses.

Focus Area: Pediatric cancer research, free medical treatment.



Bridges socioeconomic gaps by supporting education, healthcare, and women empowerment in underserved Indian communities.

Focus Area: Education, healthcare, women empowerment.

Financial Implications and Other Risks and Opportunities Due to Climate Change

Climate change poses both challenges and opportunities for our business and the communities we serve. To address these risks, Excellent Facets invests in renewable energy projects, energy-efficient technologies, and sustainable mining practices. By proactively mitigating climate-related risks, we ensure long-term economic resilience while fostering social stability through clean energy initiatives, job creation in green sectors, and climate adaptation programs.

Defined Benefit Plan Obligations and Other Retirement Plans

We prioritize the financial security of our employees by providing comprehensive retirement plans, including defined benefit schemes and pension programs. These initiatives demonstrate our commitment to social equity, ensuring that employees are supported throughout their careers and into retirement. Such benefits help us promote financial stability and loyalty among our workforce.

Financial Assistance Received from Government

Excellent Facets acknowledges and responsibly utilizes any financial assistance received from government programs to support initiatives such as employee training, renewable energy adoption, and infrastructure development. These funds directly contribute to social progress by enabling us to create jobs, reduce environmental impacts, and enhance the well-being of local communities.

Ratios of Employee Compared to Local Minimum Wage

We maintain a fair wage policy, ensuring that the entry-level wages for all employees, regardless of gender, exceed local minimum wage requirements. By promoting pay equity, we contribute to reducing income disparities & fostering a socially inclusive workplace, aligning with



Significant Indirect Economic Impacts

Beyond direct contributions, our operations generate significant indirect economic impacts by supporting local suppliers, creating downstream employment opportunities, and driving regional economic development. For example, our training programs for artisans and small-scale miners empower individuals with new skills, fostering entrepreneurship and financial independence within the community.

SUSTAINABILITY TRAINING PROGRAM

At Excellent Facets, we believe in fostering a culture of continuous learning and development to enhance workforce capabilities, drive operational excellence, and ensure long-term sustainability. Our training programs are designed to equip employees with essential skills, industry knowledge, and ethical business practices.

Training Focus Areas

- **Technical & Craftsmanship Training:** Focus on precision cutting, polishing and quality control.
- **Sustainability & Compliance Training:** Covering ethical sourcing, ESG regulations, Responsible Jewellery Council (RJC) compliance, and workplace safety.
- **Leadership & Professional Development:** Enhancing management skills, communication, teamwork, and problem-solving capabilities.
- **Digital Learning & Innovation:** Integrating technology-driven learning modules to strengthen industry adaptability.

Training and Development Data

GRI 404-1, ESRS S1-14

Training Metric	2023	2024
Average Training Hours per Employee	-	60
Percentage of Employees Trained	100%	100%
Training on ESG & Sustainability (% of Workforce)	100%	100%
Leadership & Soft Skills Training Participation	100%	100%

Commitment to Employee Growth

Through structured training initiatives and skill enhancement programs, we ensure our workforce remains competitive, engaged, and aligned with industry best practices. By continuously investing in professional development, Excellent Facets reinforces its commitment to sustainable business growth and employee empowerment.

2030 ROADMAP AND GOALS: SOCIAL RESPONSIBILITY STRATEGY

Goal	KPI (Key Performance Indicator)	Baseline Year	Target Year	Monitoring Frequency
Ensure Ethical Sourcing	100% suppliers compliant with ethical sourcing	2023	Maintaining	Annually
Promote Gender Diversity	40% female representation in leadership	2023	2028	Annually
Implement Living Wages	100% employees earning above minimum wage	2023	2025	Annually
Enhance Workplace Safety	Zero workplace injuries (LTIR = 0)	2024	2028	Annually
Provide ESG Training	100% employees & suppliers trained annually	2023	2027	Annually
Expand Community Investment	50% increase in funding for local initiatives	2024	2026	Annually
Eliminate Child & Forced Labor from Supply Chain	100% of suppliers audited & corrective actions implemented	2023	2028	Bi-Annually
Increase Diversity in Workforce & Leadership	40% women & 10% underrepresented groups in workforce	2023	2028	Annually
Reduce Employee Overtime	20% reduction in overtime hours	2024	2028	Annually



RESPONSIBLE SUPPLY CHAIN

Frameworks Covered: GRI 2, 204, 205, 302, 303, 305, 306, 414 / ESRS E1, E3, E5, S1, S2, S3, G1

At Excellent Facets, our commitment to the community is an integral part of our corporate philosophy. We recognize the significant role that businesses play in fostering sustainable development and improving the quality of life for the communities in which they operate. Through our strategic initiatives, we strive to create a lasting positive impact while ensuring transparency and accountability in all our actions.

SDG ALIGNMENT

5

GENDER
EQUALITY

7

AFFORDABLE AND
CLEAN ENERGY

8

DECENT WORK AND
ECONOMIC GROWTH

9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

11

SUSTAINABLE CITIES
AND COMMUNITIES

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION

13

CLIMATE
ACTION

15

LIFE
ON LAND

16

PEACE, JUSTICE
AND STRONG
INSTITUTIONS

17

PARTNERSHIPS
FOR THE GOALS



ADVANCING PRECISE AND SUSTAINABILITY

GRI 204-1 ESRS 2 (SBM-1), ESRS E1 (E1-1), ESRS E3, ESRS E5, ESRS S1, ESRS S3

At Excellent Facets, we are committed to precision, ethical sourcing, and sustainability in every aspect of our operations. From responsible procurement to transparent business practices, we align with globally recognized frameworks, including the Global Reporting Initiative (GRI) standards and Corporate Sustainability Reporting Directive (CSRD), to ensure accountability and continuous improvement in environmental, social, and governance (ESG) aspects.

Precision in Sourcing and Operations

- Excellent Facets prioritizes precision and excellence in diamond sourcing, selection, and manufacturing. Each natural diamond we offer meets rigorous standards of quality, authenticity, and responsible sourcing.
- At our manufacturing partner in Visakhapatnam, India, we utilize advanced energy-efficient technologies and precision techniques to minimize material waste, optimize resource utilization, and maintain exceptional craftsmanship.
- Sustainability principles are thoroughly integrated across all operations, ensuring environmental responsibility and operational efficiency in every step of our supply chain.

Sustainability at the Core

- Excellent Facets is dedicated to reducing greenhouse gas (GHG) emissions across our operations.
- We actively seek low-carbon solutions in logistics, office operations, and supply chain engagement, including energy-efficient facilities and carbon offset initiatives.
- Through initiatives like paperless documentation, responsible sourcing, and sustainable procurement policies, we support the industry’s transition toward a lower-carbon future.

Ethical Sourcing and Responsible Supply Chains

- Excellent Facets exclusively sources and trades natural diamonds, ensuring each stone is ethically sourced, conflict-free, and fully traceable.
- Our comprehensive supply chain management upholds rigorous transparency and due diligence standards, strictly adhering to international frameworks such as the Kimberley Process Certification Scheme and the Responsible Jewellery Council (RJC) Code of Practices. Our in-house manufacturing facility in Visakhapatnam, India, further reinforces our commitment to ethical business practices, sustainability, and responsible diamond production.

Water and Waste Management

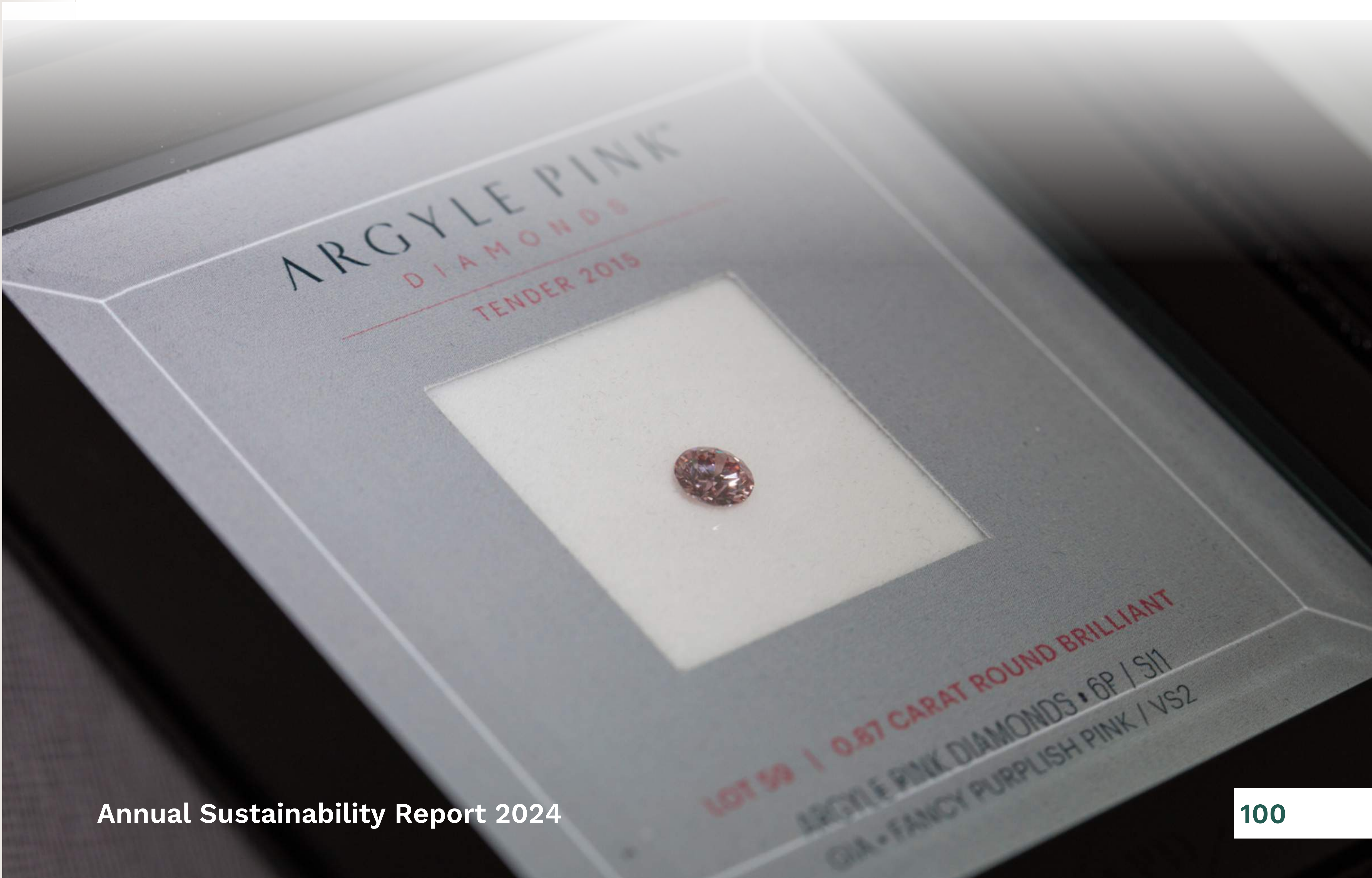
- We emphasize resource conservation by promoting sustainable packaging solutions and minimizing waste in our operations.
- Through rainwater harvesting initiatives in collaboration with our partners, we contribute to responsible water management efforts in diamond-processing regions.
- Our approach to sustainability extends to reducing plastic waste, optimizing packaging materials, and advocating for circular economy principles in our supply chain.

Social Responsibility and Inclusivity

- We are committed to fostering a safe, ethical, and inclusive workplace where employees are treated with dignity and respect.
- Through professional development programs, fair labor practices, and diversity initiatives, we ensure a work culture that promotes equity and inclusion.
- We engage with local communities to support education, skill development, and responsible sourcing awareness programs.

Transparent Reporting

- Excellent Facets publishes a detailed sustainability report to communicate our progress, challenges, and ongoing commitments to stakeholders.
- Our reporting aligns with globally recognized frameworks to ensure accountability and credibility, reinforcing our commitment to transparency in ESG performance.



TECHNOLOGIES ADVANCEMENTS FOR SUSTAINABILITY

GRI 302-1, 302-4, 303-1, 306-1, 305-5 / ESRS E1 (E1-1),
ESRS E3, ESRS E5

At Excellent Facets, innovation plays a key role in driving sustainability and ensuring environmentally responsible practices across our operations. By leveraging advanced technologies in supply chain transparency, carbon reduction, and resource efficiency, we contribute to a more ethical and sustainable natural diamond industry.

Category	Description	Key Benefits
Renewable Energy in Operations	Transitioning office spaces and operational sites to solar energy and energy-efficient systems.	Reduces dependency on fossil fuels and lowers carbon footprint in our business operations.
Sustainable Water Use	Supporting rainwater harvesting initiatives and engaging with sourcing partners to promote responsible water management.	Helps conserve water resources and minimizes environmental impact.
Sustainable Packaging Solutions	Utilizing biodegradable, recyclable, and low-weight packaging materials for diamond shipments.	Reduces environmental footprint and supports circular economy practices.
Carbon Reduction Strategies	Investing in carbon offset initiatives, including reforestation programs and green energy investments.	Supports net-zero targets by reducing Scope 2 and Scope 3 emissions.
Transparency and Digital Reporting	Implementing digital platforms and sustainability dashboards to track ESG performance and ethical sourcing.	Enhances transparency, compliance, and stakeholder trust.
Low-Carbon Logistics	Optimizing shipping and transport routes, supporting green freight solutions, and promoting sustainable business travel.	Minimizes transportation-related emissions and improves efficiency.

SUSTAINABLE MATERIALS AND PRACTICES

GRI 301-2, 302-1, 302-4, 305-5, 306-1, 306-2, 306-5 / ESRS E1
(E1-1), ESRS E5 (E5-1, E5-3)

Excellent Facets focused on the sustainable materials and practices in the operations phase which help the company to reduce the carbon emissions . Our commitment to responsible sourcing and environmental stewardship ensures to contribute positively to the diamond industry while minimizing the environmental footprint.

Sustainable Materials

Excellent Facets uses the biodegradable packing material which is in the low-weight, recyclable packing materials to reduce the waste and promote responsible consumption.

Sustainable Practices

Our company is trying to transition to 100% renewable energy, including solar installations and green energy partnerships, to reduce the scope 1 and scope 2 emissions.

Excellent Facets also focuses on the zero-waste goal by using the recycling materials, which helps in reducing the waste production and biodegradable alternatives in the operations phases.

The Excellent Facets also helps in encouraging and giving incentives to the employee using public transportation to reduce commuting related emissions.

Safe Disposal of Hazardous Waste: Any hazardous waste, such as polishing chemicals or solvents, is handled by certified waste management contractors who adhere to stringent environmental safety standards.

Landfill Reduction Initiatives: For non-recyclable waste, we aim to reduce landfill contributions by exploring waste-to-energy solutions and other sustainable disposal methods.

Sustainability Impact Through Our Operations

Through these initiatives, Excellent Facets actively integrates environmental responsibility into every aspect of our operations.

From reducing energy consumption to managing water use and protecting biodiversity, our actions align with global sustainability standards and demonstrate our commitment to creating a greener, more sustainable future for all stakeholders.

RESPONSIBLE SOURCING

GRI 2-6, 204-1, 308-1, 414-1, 205-1 / ESRS S2 (S2-1, S2-3), ESRS G1

At Excellent Facets, responsible sourcing is central to our ethical and environmental commitment. We follow globally recognized standards such as the Global Reporting Initiative (GRI), Kimberley Process (KP), and Responsible Jewellery Council (RJC) Code of Practices to ensure transparency, accountability, and continuous improvement across our supply chain.

Responsible Sourcing Practices

Commitment to Ethical Sourcing:

Every natural diamond sourced by Excellent Facets complies with the World Diamond Council (WDC) guidelines and Kimberley Process Certification Scheme (KP), ensuring that our diamonds are conflict-free and ethically obtained.

Independent Audits for Compliance:

We undergo routine third-party audits to verify compliance with ethical, social, and environmental standards, reinforcing our commitment to transparency and responsible business practices.

Full Disclosure and Traceability:

Excellent Facets provides detailed sourcing disclosures for all diamond purchases, including information on the country of origin and processing location, ensuring full traceability throughout the supply chain.

Industry Engagement and Ethical Standards:

As an active member of key industry bodies, we align with organizations that promote ethical diamond trade, responsible business conduct, and sustainability best practices.

Supplier Due Diligence and Data-Driven Assessment:

- We collect and analyze supplier data, focusing on origin verification, ethical compliance, and sustainability performance.
- Our supplier assessment framework includes evaluations of carbon footprint, labor conditions, and material traceability to ensure full compliance with ethical standards.
- The integration of blockchain-based tools like iTraceiT enhances traceability and verification, strengthening our ability to monitor supply chain integrity.

Ensuring ESG Compliance:

Excellent Facets only engages with pre-vetted suppliers that mostly adhere to the Kimberley Process, RJC Code of Practices, and other globally recognized ethical standards.

Continuous Improvement in Supply Chain Monitoring:

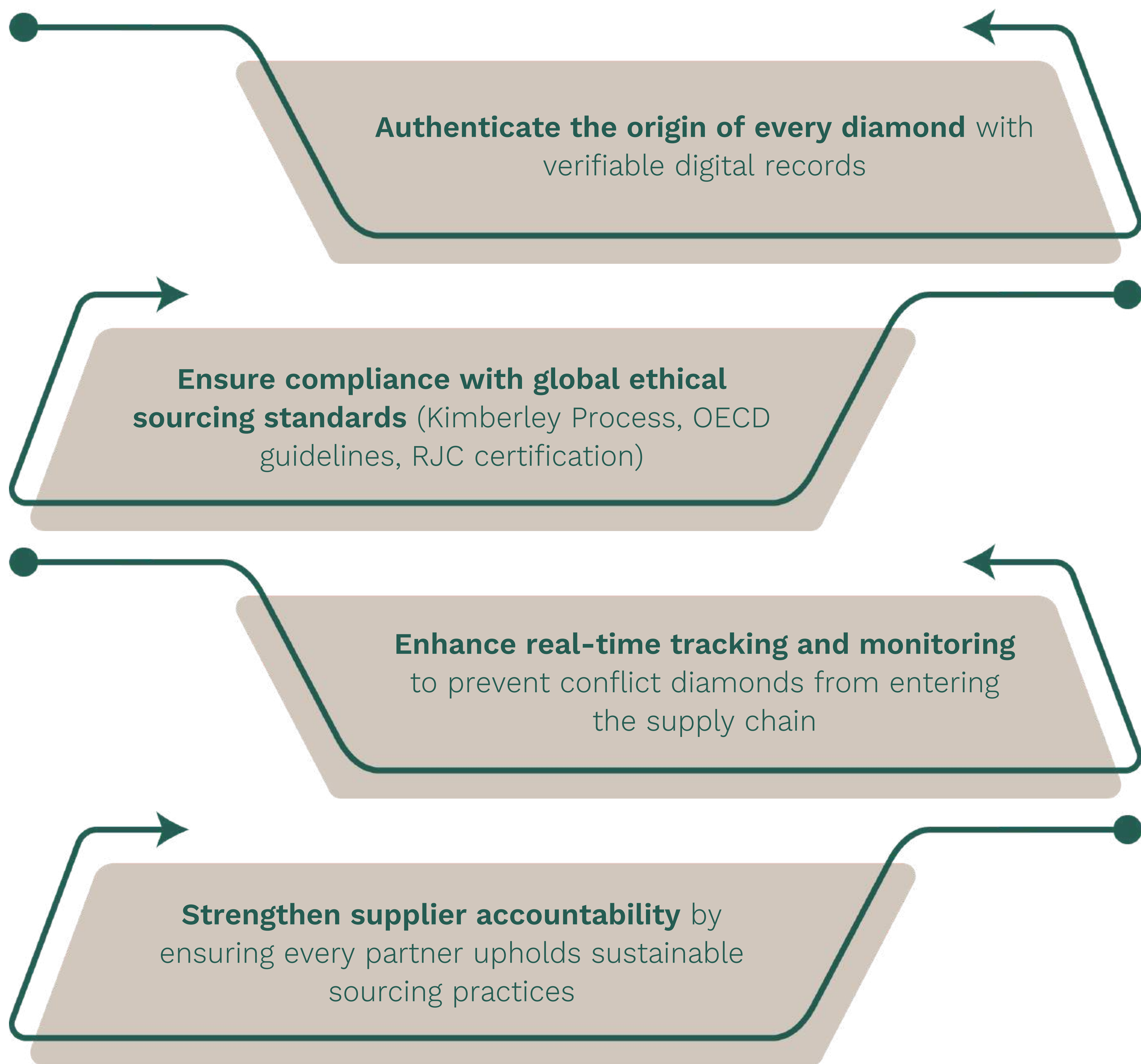
While no significant material risks have been identified in our sourcing assessments, we continuously enhance supply chain monitoring practices to proactively address potential ESG risks and improve industry standards.

MINE OF ORIGIN REPORTING

GRI 2-6, 204-1, 308-1, 414-1, 205-1 / ESRS S2 (S2-1, S2-3), ESRS G1

At Excellent Facets, we believe that every diamond should tell a story of integrity, responsibility, and transparency. Our Mine of Origin Reporting ensures that each stone is sourced ethically, with full traceability from its origin to its final form. By strengthening our mine-to-market framework, we uphold the highest standards in sourcing, compliance, and verification to protect both the industry and the communities involved.

To reinforce our commitment, we have integrated iTraceiT, a cutting-edge digital traceability solution that allows us to:



By leveraging iTraceiT we are creating a seamless, transparent, and accountable sourcing ecosystem, reinforcing our commitment to responsible mining and ethical excellence.

2030 ROADMAP AND GOALS: RESPONSIBLE SUPPLY CHAIN STRATEGY

Goal	KPI (Key Performance Indicator)	Baseline Year	Target Year	Monitoring Frequency
Enhance Cutting Efficiency	5% reduction in material loss during cutting	2024	2028	Annually
Reduce Energy Use in Polishing	20% reduction in energy consumption per polished carat	2023	2028	Annually
Use Eco-Friendly Packaging	100% recyclable & biodegradable packaging	2024	2028	Annually
Strengthen Supplier ESG Compliance	100% of suppliers audited for ESG standards	2023	2028	Annually
Ensure Carbon-Neutral Rough Diamond Sourcing	100% supplier participation in carbon offset programs	2024	2028	Annually
Implement Blockchain for Diamond Traceability	100% of diamonds tracked via blockchain	2024	2026	Annually
Educate Consumers on Diamond Origin	100% of diamond certifications to include origin transparency	2024	2028	Annually

As we continue to refine our ESG strategy, we are advancing our supply chain sustainability efforts by developing a structured climate resilience study and a comprehensive supply chain-wide materiality mapping process. These initiatives will enhance our ability to proactively address environmental and social risks while ensuring long-term resilience and ethical sourcing integrity.



NET POSITIVE IMPACTS

Frameworks Covered: GRI 2, 302, 305, 403 / ESRS E1, S1

At Excellent Facets, our commitment to the community is an integral part of our corporate philosophy. We recognize the significant role that businesses play in fostering sustainable development and improving the quality of life for the communities in which they operate. Through our strategic initiatives, we strive to create a lasting positive impact while ensuring transparency and accountability in all our actions.

SDG ALIGNMENT



OUR COMMITMENT TO CARBON NEUTRAL

GRI 2-22, 302-1, 302-4, 305-1, 305-2, 305-3, 305-5 / ESRS E1 (E1-1, E1-4, E1-6, E1-7)

At Excellent Facets, sustainability is central to our business strategy. As a natural diamond trading company, we are committed to addressing climate change by reducing our carbon footprint across operations and the supply chain through renewable energy adoption, sustainable practices, and industry collaboration.

We have committed to reducing 42% of Scope 1 and Scope 2 emissions by 2030, using 2023 as the baseline year, with targets approved by the Science-Based Targets initiative (SBTi) for SMEs. We are also actively measuring Scope 3 emissions to address indirect impacts across our value chain. In addition, we invest in carbon offset initiatives such as reforestation, renewable energy, and sustainable transport projects to address unavoidable emissions.

Our Key Sustainability Commitments

1. Achieving a Low-Carbon Future: Reduce 42% of Scope 1 and Scope 2 emissions by 2030 and assess Scope 3 emissions for long-term reduction planning.

2. Transitioning to 100% Renewable Energy
Transition to 100% renewable energy across global operations, through solar power and certified green electricity.

3. Investing in Carbon Offsetting Projects
Invest in reforestation, clean energy, and carbon credit projects to balance residual emissions.

4. Reducing Carbon Footprint in Logistics and Transportation: We are partnering with low-carbon logistics providers to minimize emissions from diamond transportation. Our business travel policies prioritize carbon-conscious flights and sustainable travel options.

5. Sustainable Packaging Solutions:
Eliminate single-use plastics and adopt biodegradable, recyclable, and lightweight packaging aligned with SDG 12.

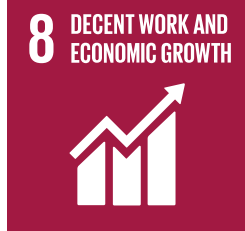
Pioneering New Initiatives for a Greener Future

- Scope 3 Emissions Assessment:** Collaborating with suppliers to measure and manage value-chain emissions.
- Tree Plantation Programs:** Supporting biodiversity, ecosystem restoration, and carbon sequestration.
- Green Business Travel:** Exploring low-carbon travel alternatives.
- Renewable Energy Expansion:** Increasing the use of certified green electricity across operations.

ALIGNING WITH SDG

Excellent Facets is committed to sustainable growth by aligning its operations and initiatives with the United Nations Sustainable Development Goals (SDGs). Recognizing their role in addressing environmental, social, and economic challenges, the company has integrated the SDGs into its business strategy. Through its sustainability practices, Excellent Facets actively contributes to key SDGs, reinforcing its commitment to positive impact, industry leadership, and innovation.

The alignment of SDG with the company initiatives:

SDG	Commitments	Company Alliance/Support
 	Support above-market wages for suppliers & empower communities via Diamonds Do Good and Share & Care Foundation.	Diamonds Do Good, Share & Care Foundation
	Ensure safe working conditions and support healthcare charities providing emergency aid.	Doctors Without Borders, UNICEF, American Red Cross
	Promote lifelong learning for employees and support education initiatives in underprivileged areas.	UNICEF, Diamonds Do Good
	Support gender equality, with 32% of the team being women, and adhere to Women Empowerment Principles (WEPs).	Women Empowerment Principles (WEPs)
	Offset emissions via the UNFCCC's Hazira Project.	UNFCCC's Hazira Project
	Offer above-market wages, employee benefits, and promote work-life balance.	-
	Adopt advanced technologies for synthetic diamond testing and traceability.	-
	Ensure workplace diversity and follow Equal Opportunity Employer policies.	-
 	Encourage public transport use & sustainable living practices among employees.	-
	Promote tree planting, biodiversity, offset emissions through Terrapass clean energy & reforestation projects.	Terrapass Green e-Certified Renewable Energy Certificates
	Follow ethical standards through Responsible jewellery Council, World Diamond Council, and Kimberley Process.	Responsible jewellery Council, World Diamond Council, Kimberley Process

SUSTAINABLE COMMUTE PRACTICES

GRI 302-4, 305-3, 305-5, 403-1 / ESRS E1 (E1-6, E1-7), ESRS S1 (S1-1)

Excellent Facets sustainability is a core value that guides every aspect of our operations, from production processes to employee practices. Recognizing the environmental impact of daily commuting and logistics, we have made it a priority to develop and implement innovative, eco-friendly solutions to minimize our carbon footprint.

Excellent Facets committed to reducing greenhouse gas emission extends beyond operations to include sustainable commuting practices promoting greener lifestyle to the employee. the company has aligned the United Nation Sustainable Development Goals (SDG). By fostering a culture of responsibility and innovation, we aim to create a positive environmental impact, enhance employee well-being, and set a benchmark for sustainable leadership in the diamond industry.

Initiatives Taken By the company:

Transition to Electric vehicle

Our company is actively transitioning our transportation to electric vehicles, significantly reducing emissions associated with employee community and company logistics.

Encouraging Public Transport

Excellent Facets incentivizes to the employees to use of public transportation by offering subsidized transit passes, helping employees adopt eco-friendly commuting options.

Flexible work options

Our Company offers flexible schedules wherever possible, ensuring a lower carbon footprint.

Employee Awareness Campaigns

Excellent Facets organizes awareness programs to educate employees on the benefits of sustainable commuting and the role they play in reducing emissions.

GREEN GROWTH INITIATIVES

Our company's green growth initiatives reflect our unwavering commitment to reduce the environmental impacts. These initiatives balance economic growth with ecological responsibility by focusing on enhancing biodiversity and promoting renewable energy solutions. Excellent Facets has taken proactive steps such as tree planting to sequester carbon, supporting reforestation programs and investing in clean energy projects. Through these efforts we aim to lead the diamond industry toward a greener, more sustainable future while fostering environmental stewardship at every level of our operations.

The initiatives taken by the company:



Green growth (Tree Planting): Our green growth Initiatives emphasises extensive tree planting to sequester carbon dioxide and enhance biodiversity.



Green flights : Excellent Facets focused on minimising the business travel carbon emissions, exploring sustainable travel options like carbon offset programs, sustainable aviation fuel etc.



Green electricity: Excellent Facets is seeking to partner with the renewable energy providers to ensure our energy is sustainable.



Fossil Fuel free Facilities: We have transitioned to reduce the fossil and fuel consumption by cutting the diesel generators and enhancing the environmental and community wellbeing.



Sustainable practices: Excellent Facets uses low-weight and recyclable packing of the diamond which helps to promote the sustainable practices and help in reducing waste.



Sustainable commute practices: The Excellent Facets promoting the public transport and eco-friendly commuting practices.

2030 Roadmap: Net Positive Impact Strategy

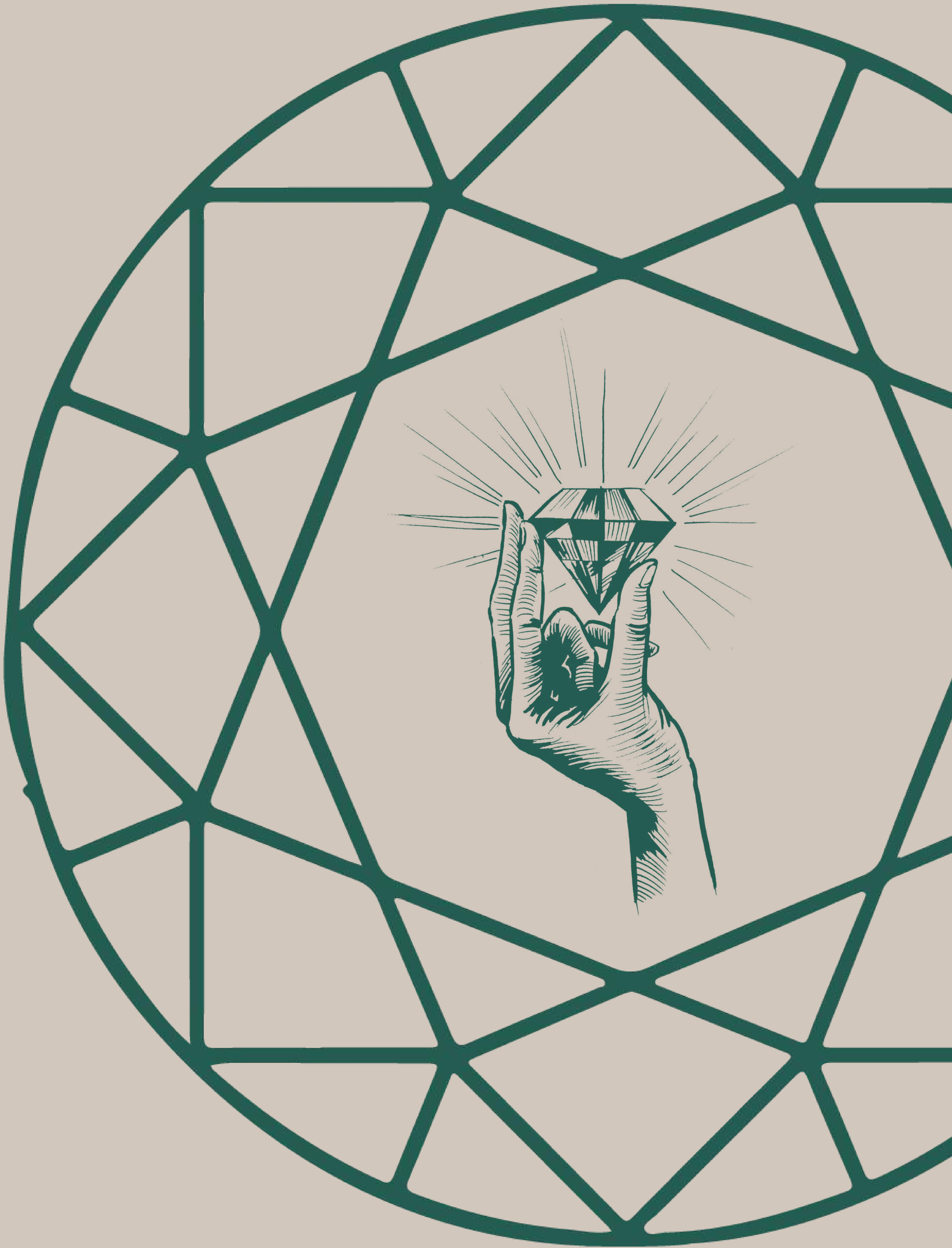
Goal	KPI	Baseline Year	Target Year	Monitoring Frequency
Implement Eco-Friendly Packaging	100% sustainable and recyclable packaging for shipments	2024	2027	Annually
Promote Ethical & Sustainable Investment	100% of financial investments screened for ESG compliance	2024	2027	Annually
Encourage Sustainable Commuting for Employees	50% of employees using public transport, EVs, or shared mobility options	2024	2027	Annually
Drive Industry-Wide ESG Awareness	Organize +1 ESG awareness workshops for suppliers, customers, stakeholders annually	2024	2027	Annually

ILLUMINATED FACETS: A HOLISTIC VIEW

Frameworks Covered: GRI 2-13

Our sustainability partner supports us with expertise, structure, and insight, enabling credible disclosures and continuous improvement across our ESG journey.

SDG ALIGNMENT



EXCELLENT FACETS' TRANSFORMATIVE COLLABORATION WITH GROWLITY

“
Long-term value
is built through
responsible and
informed
leadership.”



Dr. Nitin Dumasia
President & CEO, Growlity

Excellent Facets has embarked on a transformative journey towards sustainability, and our collaboration with the Growlity has significantly enhanced the diamond company's ability to showcase its sustainability journey and align its operations with global best practices. As a consultancy specializing in sustainability and ESG reporting, Growlity provided comprehensive support throughout the development of the Annual Sustainability Report (ASR), ensuring that every aspect of the company's environmental, social, and governance efforts was effectively captured. From conducting materiality assessments to aligning initiatives with GRI standards, Growlity helped Excellent Facets articulate its commitment to carbon neutrality, responsible sourcing, and community empowerment.

The consultancy's expertise enabled Excellent Facets to implement innovative solutions, such as integrating advanced tracking systems for energy efficiency and waste reduction, while ensuring full compliance with international frameworks like ISO 14064 and the SDGs. By helping Excellent Facets map out actionable targets and measurable outcomes, Growlity played a critical role in refining the company's sustainability strategy. Moreover, Growlity's collaborative approach facilitated transparent reporting, empowering stakeholders with clear insights into Excellent Facets' progress and reinforcing trust and credibility.

Growlity's involvement extends beyond the current reporting cycle. Growlity has helped Excellent Facets establish a long-term sustainability roadmap with actionable targets and measurable outcomes. This includes:

- Expanding renewable energy integration across all facilities.
- Enhancing waste reduction strategies to achieve zero-waste goals.
- Strengthening community partnerships to promote education and economic empowerment.

Through this partnership, Excellent Facets not only delivered a meticulously crafted ASR but also strengthened its reputation as a leader in sustainable practices within the diamond industry. The strategic collaboration with Growlity underscores the transformative impact of expert guidance, enabling businesses to align their operations with global sustainability goals and communicate their achievements effectively to stakeholders worldwide.

FUTURE SUSTAINABILITY AMBITIONS RECAP

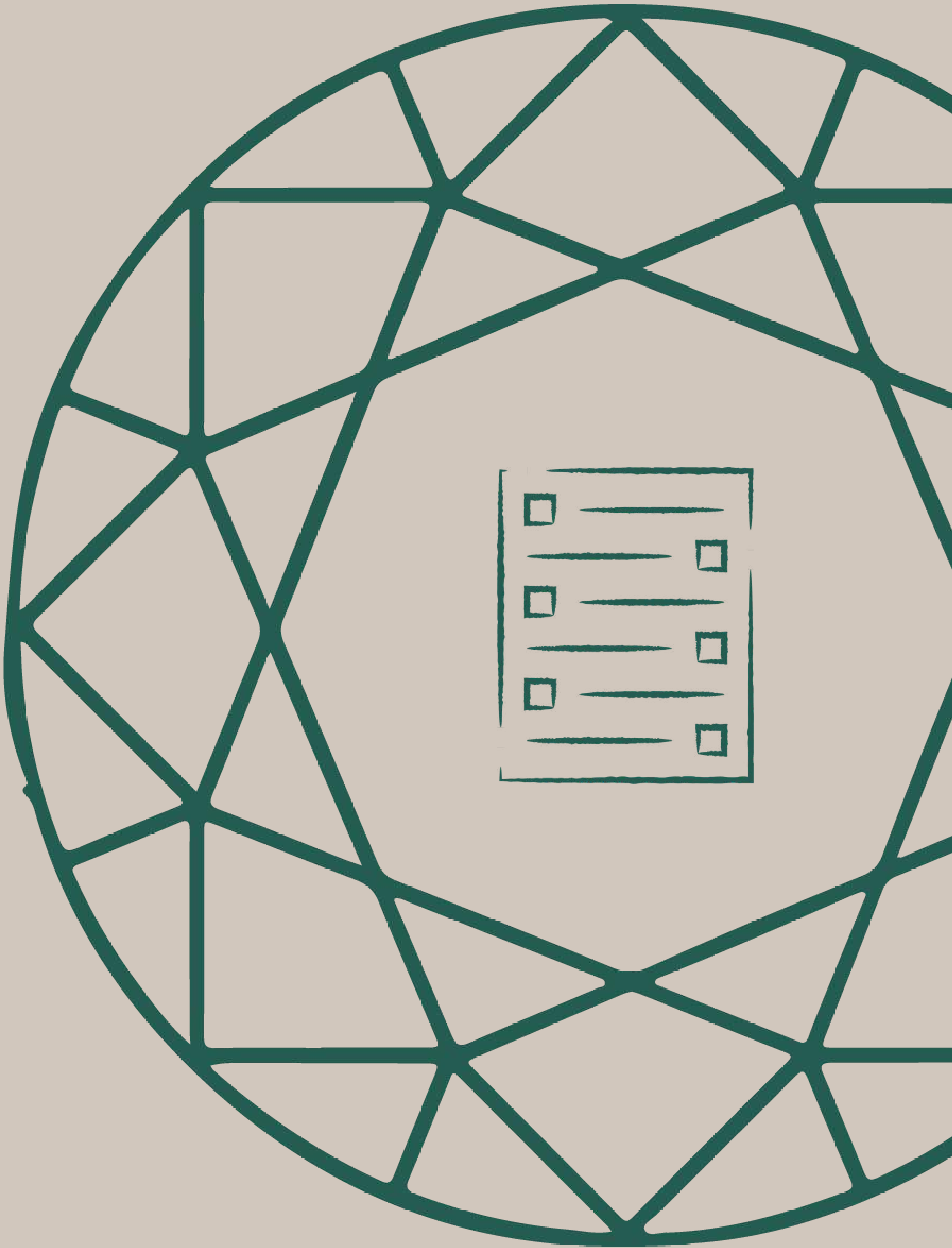
Goal	KPI	Baseline Year	Target Year	Monitoring Frequency
Governance				
Maintain RJC Certification	100% compliance with RJC Code of Practices	2023	Maintained	Every 3 Years
Strengthen Anti-Corruption Policy	100% employees trained on anti-bribery measures	2023	2026	Annually
Achieve 100% ESG Report Assurance & GRI Compliance	100% ESG reports externally audited & aligned with GRI/UNGC	2023	2028	Annually
Achieve Full Diamond Traceability & Transparency	100% traceable white diamonds & annual traceability report published	2024	2026	Annually
Strengthen Board ESG Oversight	Twice a year board meetings include ESG discussions	2023	2027	Annually
Enforce ESG Supplier Standards	100% suppliers assessed for sustainability risks	2023	2027	Annually
Enhance ESG Transparency	100% annual ESG reports aligned with global frameworks	2023	2027	Annually
Strengthen Ethical Hiring & Labor Practices	100% of new hires introduced to ESG due diligence	2024	2028	Annually
Obtain ISO 37001 Certification	Anti-bribery compliance fully certified	2024	2027	Annually

Goal	KPI	Baseline Year	Target Year	Monitoring Frequency
Environmental				
Reduce Carbon Emissions	15% reduction in CO ₂ emissions (Scope 1 & 2)	2023	2027	Annually
Transition to Renewable Energy	25% electricity from renewable sources	2022	2028	Annually
Improve Water Efficiency	5% reduction in water consumption per carat	2022	2028	Annually
Strengthen Diamond Traceability	100% diamonds verified via traceability tools	2024	2028	Quarterly
	25% waste recycling & reuse in operations	2023	2028	Annually
Optimize Energy Efficiency	10% reduction in energy consumption per carat	2023	2028	Annually
Restore Mining-Affected Ecosystems	10K trees planted & 50 hectares restored	2024	2030	Bi-Annual
Eliminate Plastic Packaging	50% biodegradable & recyclable packaging	2023	2028	Annually
Reduce Scope 3 Carbon Emissions	30% reduction in supplier & logistics emissions	2023	2028	Annually

Goal	KPI	Baseline Year	Target Year	Monitoring Frequency
Social				
Ensure Ethical Sourcing	100% suppliers compliant with ethical sourcing	2023	Maintaining	Annually
Promote Gender Diversity	40% female representation in leadership	2023	2028	Annually
Implement Living Wages	100% employees earning above minimum wage	2023	2025	Annually
Enhance Workplace Safety	Zero workplace injuries (LTIR = 0)	2024	2028	Annually
Provide ESG Training	100% employees & suppliers trained annually	2023	2027	Annually
Expand Community Investment	50% increase in funding for local initiatives	2024	2026	Annually
Eliminate Child & Forced Labor from Supply Chain	100% of suppliers signed an agreement	2023	2028	Bi-Annual
Increase Diversity in Workforce & Leadership	40% women & 10% underrepresented groups in workforce	2023	2028	Annually
Reduce Employee Overtime	20% reduction in overtime hours	2024	2028	Annually
Innovation For Future				
Enhance Cutting Efficiency	5% reduction in material loss during cutting	2024	2028	Annually
Reduce Energy Use in Polishing	20% reduction in energy consumption per polished carat	2023	2028	Annually
Achieve Full Digitalization in Manufacturing	100% automation & digital tracking in production processes	2024	2028	Annually
Use Eco-Friendly Packaging	100% recyclable & biodegradable packaging	2024	2028	Annually
Optimize Waste Reuse in Manufacturing	50% reduction in diamond cutting & polishing waste	2024	2028	Annually

Goal	KPI	Baseline Year	Target Year	Monitoring Frequency
Strengthen Supplier ESG Compliance	100% of suppliers audited for ESG standards	2023	2028	Annually
Ensure Carbon-Neutral Rough Diamond Sourcing	100% supplier participation in carbon offset programs	2024	2028	Annually
Implement Blockchain for Diamond Traceability	100% of diamonds tracked via blockchain	2024	2026	Annually
Educate Consumers on Diamond Origin	100% of diamond certifications to include origin transparency	2024	2028	Annually
Net Positive Impact				
Implement Eco-Friendly Packaging	100% sustainable and recyclable packaging for shipments	2024	2027	Annually
Promote Ethical & Sustainable Investment	100% of financial investments screened for ESG compliance	2024	2027	Annually
Encourage Sustainable Commuting for Employees	50% of employees using public transport, EVs, or shared mobility options	2024	2027	Annually
Drive Industry-Wide ESG Awarenes	Organize 5+ ESG awareness workshops for suppliers, customers, and stakeholders annually	2024	2027	Annually

ANNEXURES: TRANSPARENT GEMS



GRI INDEX

GRI Standard	Title	Page Number
GRI 2-1	Organization Details	5, 15, 17, 33
GRI 2-2	Entities Included in the Report	5
GRI 2-3	Reporting Period, Frequency, and Contact	5
GRI 2-4	Restatement of Information	4
GRI 2-5	External Assurance	6
GRI 2-9	Governance Structure and Composition	49, 55
GRI 2-10	Nomination and Selection of the Highest Governance Body	47
GRI 2-11	Chair of the Highest Governance Body	51
GRI 2-12	Role of the Highest Governance Body in Overseeing Impacts	-
GRI 2-13	Delegation of Responsibility for Managing Impacts	117
GRI 2-14	Role of the Highest Governance Body in Sustainability Reporting	-
GRI 2-15	Conflicts of Interest	-
GRI 2-16	Communication of Critical Concerns	-
GRI 2-17	Collective Knowledge of the Highest Governance Body	-
GRI 2-18	Evaluation of the Highest Governance Body’s Performance	-
GRI 2-19	Remuneration Policies	-
GRI 2-20	Process to Determine Remuneration	-
GRI 2-21	Annual Total Compensation Ratio	-
GRI 2-23	Policy Commitments	49, 87
GRI 2-24	Embedding Policy Commitments	29
GRI 2-25	Processes to Remediate Negative Impacts	-
GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	-

GRI Standard	Title	Page Number
GRI 2-27	Compliance with Laws and Regulations	-
GRI 2-28	Membership Associations	20
GRI 2-29	Approach to Stakeholder Engagement	-
GRI 3-1	Process to Determine Material Topics	-
GRI 3-2	List of Material Topics	-
GRI 3-3	Management of Material Topics	75
GRI 201-1	Direct Economic Value Generated and Distributed	93, 96
GRI 201-2	Financial Implications and Other Risks Due to Climate Change	-
GRI 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	-
GRI 201-4	Financial Assistance Received from Government	-
GRI 204-1	Proportion of Spending on Local Suppliers	103
GRI 205-1	Operations Assessed for Risks Related to Corruption	-
GRI 205-2	Communication and Training About Anti-Corruption Policies	-
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	-
GRI 302-1	Energy Consumption Within the Organization	65, 69, 105
GRI 302-2	Energy Consumption Outside of the Organization	-
GRI 302-3	Energy Intensity	-
GRI 302-4	Reduction of Energy Consumption	115
GRI 302-5	Reductions in Energy Requirements of Products and Services	-
GRI 303-1	Interactions with Water as a Shared Resource	70
GRI 303-2	Management of Water Discharge-Related Impacts	-
GRI 303-3	Water Withdrawal	-

GRI Standard	Title	Page Number
GRI 303-4	Water Discharge	-
GRI 303-5	Water Consumption	-
GRI 305-1	Direct (Scope 1) GHG Emissions	-
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	-
GRI 305-3	Other Indirect (Scope 3) GHG Emissions	-
GRI 305-4	GHG Emissions Intensity	-
GRI 305-5	Reduction of GHG Emissions	68
GRI 305-6	Emissions of Ozone-Depleting Substances (ODS)	-
GRI 305-7	Nitrogen Oxides (NOX), Sulfur Oxides (SOX), and Other Air Emissions	-
GRI 306-1	Waste Generation and Significant Waste-Related Impacts	-
GRI 306-2	Management of Significant Waste-Related Impacts	-
GRI 306-3	Waste Generated	-
GRI 306-4	Waste Diverted from Disposal	-
GRI 306-5	Waste Directed to Disposal	-
GRI 307-1	Non-Compliance with Environmental Laws and Regulations	80
GRI 401-1	New Employee Hires and Employee Turnover	-
GRI 401-2	Benefits Provided to Full-Time Employees	-
GRI 401-3	Parental Leave	-
GRI 403-1	Occupational Health and Safety Management System	94
GRI 403-6	Promotion of Worker Health	-
GRI 404-1	Average Hours of Training per Year per Employee	98
GRI 404-2	Programs for Upgrading Employee Skills	-
GRI 405-1	Diversity of Governance Bodies and Employees	89
GRI 405-2	Ratio of Basic Salary and Remuneration of Women to Men	85

GRI Standard	Title	Page Number
GRI 406-1	Incidents of Discrimination and Corrective Actions Taken	-
GRI 407-1	Freedom of Association and Collective Bargaining	-
GRI 408-1	Child Labor	-
GRI 409-1	Forced or Compulsory Labor	-
GRI 410-1	Security Personnel Trained in Human Rights Policies	-
GRI 411-1	Rights of Indigenous Peoples	-
GRI 412-1	Operations Subject to Human Rights Reviews	-
GRI 413-1	Community Engagement, Impact Assessments, and Development Programs	91
GRI 414-1	Supplier Social Assessment	-
GRI 415-1	Political Contributions	-
GRI 416-1	Assessment of Health and Safety Impacts of Products and Services	79
GRI 417-3	Incidents of Non-Compliance Concerning Marketing Communications	-
GRI 418-1	Substantiated Complaints Concerning Customer Privacy	-

CSRD - ESRS INDEX

ESRS Standard	Key Disclosures	Page Number
ESRS 1	Reporting principles, materiality assessment, value chain inclusion.	31, 35
ESRS 2	Governance, strategy, impacts, risks, opportunities, and due diligence.	13, 29, 31, 35, 45, 60, 75, 103
ESRS E1	GHG emissions (Scope 1, 2, 3), transition plans, climate risks, and targets.	65, 68, 69, 71, 80, 96, 101, 103, 105, 106, 111, 113, 115
ESRS E2	Air, water, soil emissions, hazardous substances, pollution mitigation actions.	80
ESRS E3	Water withdrawals, consumption, discharge, marine resource management.	103, 105
ESRS E4	Land use, biodiversity impact, conservation measures, dependencies.	75
ESRS E5	Material efficiency, waste management, circularity strategies.	77, 80, 103, 105, 106
ESRS S1	Working conditions, diversity, equal pay, training, health & safety.	85, 87, 89, 98, 103, 115
ESRS S2	Labor conditions, human rights, supplier due diligence.	87, 107, 108
ESRS S3	Community engagement, social impacts, grievance mechanisms.	91, 93, 96, 103
ESRS S4	Product safety, responsible marketing, consumer rights.	79
ESRS G1	Ethics, corruption prevention, tax transparency, lobbying policies.	43, 60, 93, 103, 108

ASSURANCE LETTER

Independent Assurance on Verification of Sustainability Information

Growlity/AR/25-12

Reporting Period - January 2024 to December 2024

The Management and Board of Directors
Excellent Facets
Excellent Facets Inc., 580 Fifth Avenue
New York, NY 10036, USA

Independent Assurance Report

Growlity,Inc. (hereinafter referred to as “The Service Provider” or “Growlity”) havebeen engaged by Excellent facets. (hereinafter referred to as “The Company”) to conduct a limited assurance engagement on the sustainability information presented in the Company’s Annual Sustainability Report (ASR) disclosure for the specified reporting period. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the report. The sustainability information provided within the report adheres to the comprehensive guidelines set forth by the Global Reporting Initiative’s (hereinafter referred to as “GRI”) Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity underscores the Company’s commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as “ESG”) initiatives.

Assurance Standard

Theverificationengagement has been planned and performed in accordance with the verification methodology developed by Growlity, which is based upon the “AA1000 Assurance Standard (AA1000AS v3)”.

Scope of Assurance and Methodology

Theverification was conductedtoprovide limited assurance conclusion on select non-financial sustainability disclosures whether the sustainability information the mentioned reporting period and to verify its alignment with reference to GRI Universal Standards 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to:

The assurance engagement was conducted with reference to the four principles of AA1000AS v3 – Inclusivity, Materiality, Responsiveness, and Impact – which were duly considered while performing this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas

- Remote verification of data, on a selective test basis, for the following units / locations through consultations with the site team and ESG committee members of the company:

1. Excellent Facets Inc., 580 Fifth Avenue
New York, NY 10036, USA
- Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of company’s plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company’s approach towards materiality assessment disclosed in the report to identify relevant issues.

GROWLITY, INC.

575 FIFTH AVENUE, NEW YORK, NY 10017, USA

contact@growlity.com

www.growlity.com

Annual Sustainability Report 2024

127

128



Company's Accountability

The ESGCommittee Representative at the company is responsible for preparing the ASR that is free from material misstatement in reference with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well- founded assumptions or estimates as needed. Additionally, these representatives must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

The Company is responsible for the preparation and submission of the ASR including ensuring accuracy of the data, appropriateness of methodology, and completeness of supporting evidence.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for 2024. The Company has prepared report having sustainability information with reference to GRI Universal Standards 2021. The ASR includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement.

Areas for improvement include:

- Strengthening data accuracy through enhanced internal controls.
- Expanding disclosures on supply chain sustainability performance.
- Linking ESG performance more explicitly with strategic business outcomes

Guidelines for Utilization of This Statement

The Company is obligated to replicate the Growlity's Independent Assurance statement along with any attachments in their entirety, ensuring no alterations, deletions, or supplements are made.

This statement is specifically designed to convey the outcomes of the commissioned evaluation to the Company, defining the boundaries of the engagement. It is important to note that Growlity has not taken into account the potential interests of any third parties regarding the chosen sustainability information, this assurance report, or the conclusions drawn by Growlity. Consequently, nothing within the scope of this engagement or statement grants any third-party entities any form of rights or entitlements.

Limitations

The assurance engagement outlined herein does not encompass the following areas:

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those specified above.

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com www.growlity.com



Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, Growlity is required to comply with the independence requirements set out in **“AA1000 Assurance Standard (AA1000AS v3)”**. Growlity's independence policies and procedures ensure compliance with this standard. Details of Growlity's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@growlity.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Growlity does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the Company's ASR as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Growlity shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Conclusion

On the basis of our limited assurance procedures, nothing has come to our attention that causes us to believe that the Company has not fairly presented sustainability information in its ASR for the reporting period, in all material respects.

[Handwritten signature]

Dr. Nitin Dumasia
President & CEO
Date: November 17th, 2025
Place: USA



AA1000
Licensed Assurance Provider
000-607



AA1000
Licensed Report
000-607/V3-PG6A1

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com www.growlity.com



EXCELLENT FACETS



www.excellentfacets.com



+1 (212) 354-5554 | +41 (79) 552-80-52



info@excellentfacets.com



NEW YORK

Excellent Facets Inc., 580 Fifth Avenue New York, NY 10036, USA.

GENEVE

Excellent Facets SA, Avenue Louis-Casaï 18 1209 Genève.