

SUSTAINABILITY REPORT

2025

(Prepared in accordance with GRI standards)



Statement from The Director

Innobit Industries LLC is committed to managing its economic, environmental, and social impacts across all activities and business relationships, including respect for human rights. We aim to minimize negative impacts—such as emissions, waste, and occupational risks—while ensuring fair labour practices, safe working conditions, and ethical treatment of all stakeholders, including within our supply chain.

Our business model integrates sustainability by promoting efficient resource use, regulatory compliance, and responsible operations. We strive to create positive impacts through product quality, employee well-being, and stakeholder engagement, while preventing adverse impacts on people, including human rights risks.

Innobit publicly adheres to recognized environmental frameworks and initiatives. Our greenhouse gas emissions are quantified and reported in accordance with the **Greenhouse Gas Protocol**, and we have established emission reduction targets aligned with the **Science Based Targets initiative (SBTi)**, supporting global efforts to address climate change. We also support the principles of the **United Nations Global Compact (UNGC)** and align our practices with the **United Nations Sustainable Development Goals (SDGs)**, particularly those related to responsible consumption and production, climate action, decent work, and industry innovation.

Our approach reflects a commitment to the precautionary principle, environmental responsibility, and the advancement of sustainable technologies within our operations.

In the short to medium term, our priorities include improving energy efficiency, strengthening health and safety practices, enhancing human rights due diligence, ensuring compliance, and increasing supplier awareness on sustainability and ethical standards. These priorities are aligned with relevant SDGs and are shaped by broader trends such as evolving regulations, climate change, and increasing expectations for responsible business conduct.

During the reporting period, we achieved improvements in compliance and operational performance. Performance against our material topics shows steady progress, with opportunities to strengthen systems and documentation.

Looking ahead, our key focus will be on enhancing governance, improving environmental performance, and embedding human rights considerations across our operations and business relationships. Over the next one to five years, we aim to strengthen data management, implement practical sustainability initiatives, and deepen stakeholder and supplier engagement to support long-term sustainable growth.

Director.

1.0. About the Company

GRI 2-1 to GRI 2-8

- Legal Name: Innobit Industries LLC.
- Type: Limited Liability Company (Partnership)
- Head Quarters: New Industrial Area, Umm Al Thaob, Umm Al Quwain, UAE.
- Established: 2022
- Markets Served: Global market
- Entity covered: Innobit Industries LLC's single manufacturing plant located in New industrial Area, Umm Al Quwain, UAE.
- Reporting period: 01st January 2025 – 31st December 2025
- Reporting Frequency: Annual
- External Assurance - No
- Contact person : Shanoj Sharafudeen, email: shanoj@innobit.me
- Products: Waterproofing products mainly Bituminous membranes. More details available at www.innobit.me
- Total Number of Employees : 143 Nos
- Permanent Employees : 143 Nos
- Men : 134, Women: 9
- Region: UAE/Middle East
- Production Helpers and cleaners hired through Manpower supply agencies: 50 Nos
- Restatement of information : N/A
- Note: The objectives/KPIs status is as of December 2025

2.0 Governance

GRI 2-9 to GRI 2-21

Innobit Industries LLC is a privately owned entity where the highest governance body comprises the three owners of the company, who also serve as Directors. As such, there is no formal nomination or selection process for the highest governing body. Three Directors who collectively form the highest governing body are responsible for setting the strategic direction, overseeing overall performance, and ensuring effective management of ESG impacts. The highest governing body is actively involved in operational oversight, including sustainability-related decision-making. The Directors collectively perform the role of Chair, and no separate Chairperson is appointed.

Directors are from diverse linguistic and religious backgrounds, supporting varied perspectives in decision making. The Directors meet on periodic basis to review business performance, assess risk and opportunities, and monitor the implementation of organizational policies and objectives. They possess years of combined expertise in manufacturing, operations, compliance, and business management. Continuous learning is supported through regulatory updates and industry practices.

Operational responsibilities are delegated to departmental heads, who are entitled to manage day to day activities and make decisions within their respective functions in alignment with the established company policies and objectives.

The Directors oversee the identification and management of material topics and approve sustainability-related policies. They review and validate the sustainability report to ensure alignment with organizational priorities and reporting requirements

Innobit maintains a structured approach to risk management. Stakeholder engagement is facilitated through multiple channels, including emails, meetings, and customer feedback/complaint forms enabling concerns and feedback to be communicated to management and escalated to Directors when necessary.

Directors maintain oversight to ensure transparency and integrity in decision making with a formal agreement in place, Ethical conduct and compliance with applicable laws and regulations are integral to the governance framework. The organization maintains a formal Code of Conduct requiring disclosure and management of any potential conflicts of interest. No significant conflicts were reported during the reporting period.

The performance of the highest governing body is evaluated informally based on overall business performance, compliance status, and achievement of strategic objectives. Remuneration of Directors is determined based on overall company performance and business outcomes. For senior management, formal performance evaluation procedures are applied.

Innobit does not have formal board committees, instead governance responsibilities are collectively managed by the Directors to ensure effective oversight of all material topics.

Annual Total Compensation ratio = 8.82:1 (Highest paid individual: Median Salary)

3.0 Policies

GRI 2-22 to GRI 2-28

Innobit has established a comprehensive set of governance and management system policies to ensure responsible business conduct and compliance with internationally recognized sustainability principles approved by Directors. These includes,

- Quality Policy.
- Occupational Health, Safety and Environmental policy.
- Business Code of Conduct.
- Whistle blowing policy.
- Fair competition practices code of conduct.
- Sustainable procurement policy and supplier code of conduct.
- Human Rights Policy.
- Anti bribery and Anti-corruption policy

These are integrated into operational processes, supplier management and employee conduct requirements to ensure consistent implementation and accountability across the organization. Non-compliance is addressed through defined corrective actions, disciplinary measures, and escalation procedures, supported by a confidential whistleblowing mechanism.

Innobit provides channels like for employees and stakeholders to seek guidance and report concerns without fear of retaliation. Regular communication, onboarding, and training ensure awareness and understanding of these policies, promoting responsible behavior across all levels. Policy adherence and effectiveness are periodically reviewed to ensure continued alignment with legal requirements and best practices.

Innobit is not a member of any significant industry associations or advocacy organizations during the reporting period.

4.0 Stakeholder Engagement

GRI 2-29, GRI 2-30

Innobit engages with key stakeholder groups including employees, suppliers, customers, contractors, and relevant regulators and business partners. These stakeholders are identified based on their direct and indirect impact on the organization's operations, value chain, compliance obligations, and service delivery requirements.

The purpose of stakeholder engagement is to ensure effective communication, support responsible decision-making, address operational and sustainability-related concerns, and continuously improve business performance and compliance with applicable requirements.

The organization seeks to ensure meaningful engagement through regular communication channels such as meetings, supplier reviews, customer feedback processes, internal reporting systems, audits, and day-to-day operational interactions. These mechanisms promote transparency, accessibility, and timely response to stakeholder inputs.

Innobit established a whistleblowing policy and internal grievance handling system to handle the employee concerns. Innobit respects the rights of employees to freedom of association within the limits of UAE labor law. Formal collective bargaining agreements are not applicable in the current operational context.

5.0 Materiality Assessment

GRI 3-1, GRI 3-2, GRI 3-3

Innobit identifies its material topics through a practical assessment process based on its manufacturing operations in the UAE. The process considers environmental and social impacts, regulatory requirements, and stakeholder expectations, including customers, employees, and suppliers.

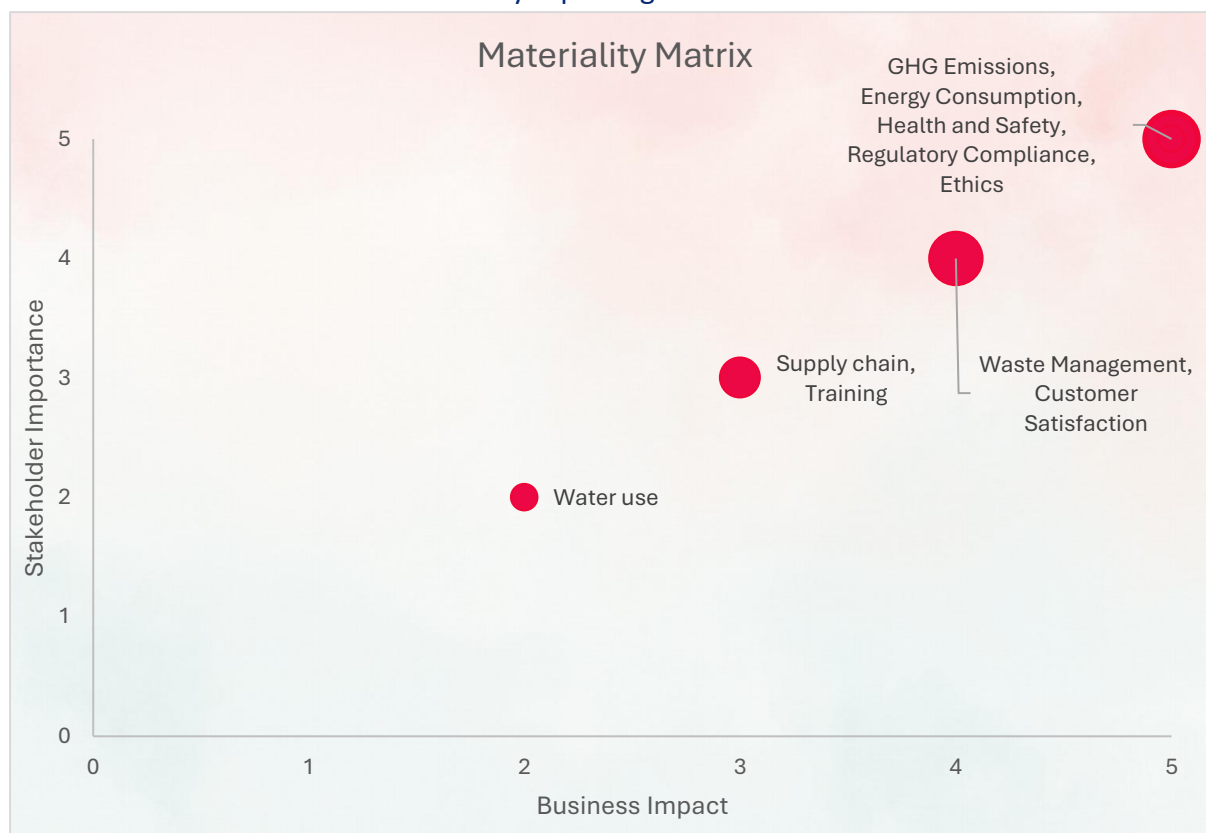
Stakeholder input is gathered through regular communication, customer feedback, and internal discussions. Topics are prioritized based on their significance to Innobit's impacts and their importance to stakeholders. The materiality review is updated periodically to remain aligned with operational and regulatory changes.

5.1 List of Material Topics

Innobit's key material topics include

- Greenhouse Gas Emissions
- Energy consumption
- Waste management
- Occupational health and safety
- regulatory compliance
- Ethics
- Customer Satisfaction

These topics reflect the main environmental and operational impacts of its manufacturing activities in the UAE and form the basis of sustainability reporting and internal focus areas.



Innobit manages its material topics through operational controls, internal procedures, and regular management oversight. Environmental impacts such as energy use, and waste are managed through efficiency practices and monitoring. Health and safety addressed through workplace procedures and risk awareness. Compliance and ethics are ensured through adherence to regulations and best practices. Performance is reviewed periodically by management, and corrective actions are implemented where needed to support continuous improvement.

6.0. Environmental Performance

At Innobit, we are steadfastly committed to environmental stewardship, demonstrated by our adherence to the Environmental Management System established according to the esteemed ISO 14001:2015 Management System Standard, certified by Intertek. This comprehensive system is fundamental to our pledge to protect and enhance the ecological integrity of our operations.

Innobit supports the principles of the United Nations Global Compact (UNGC) and aligns its environmental practices with internationally recognized frameworks. We are committed to a precautionary approach to environmental challenges, promoting environmental responsibility, and advancing sustainable technologies within our operations

6.1 ISO 14001:2015 Certification

GRI 3-3

Innobit industries LLC has been certified by Intertek since 2023 for its Environmental Management System as per ISO 14001:2015.

Certificate Number: 0123319

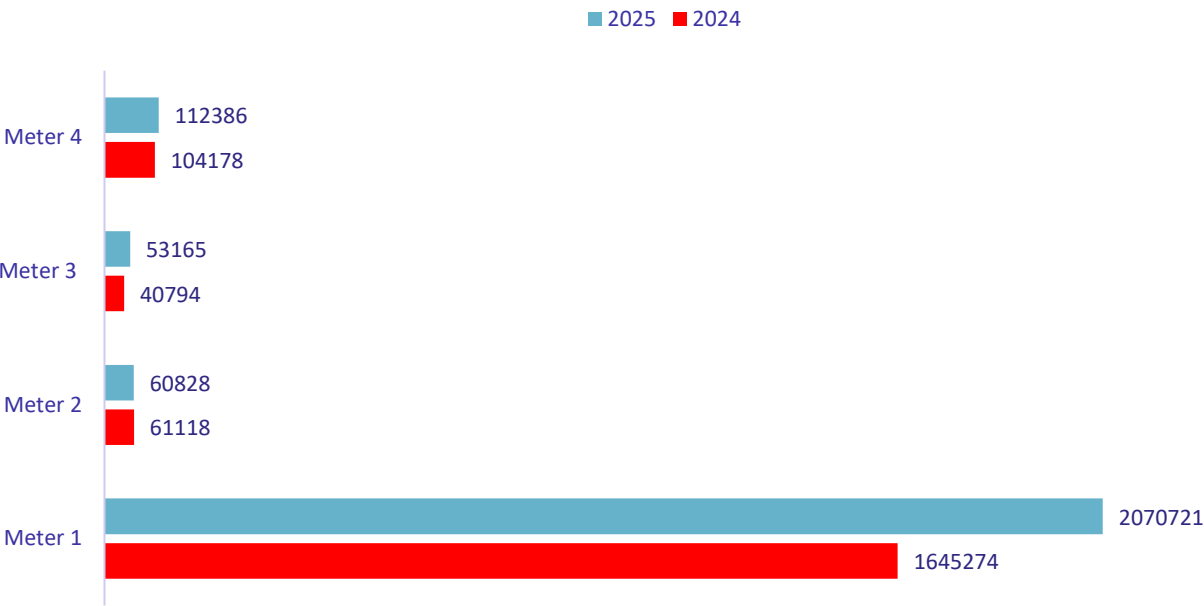
Valid until : 06.April.2028

6.2 Energy

GRI 302

Innobit's HSE Policy commits Energy conservation and to reduce environmental impacts caused by Innobit's activities. We have set targets to reduce the consumption of electricity and fuel, and established programs to save/minimize energy use in our workplace.

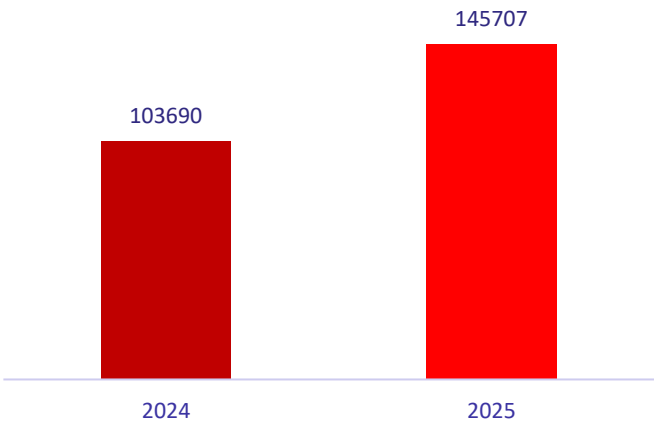
Electricity Consumption in KWh (Non-Renewable Source)



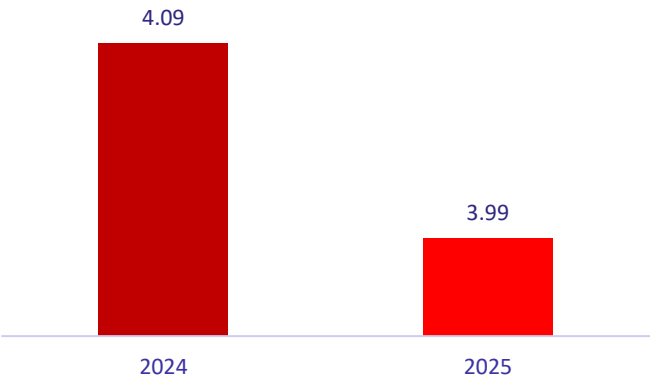
Electricity usage intensity

2024 - 73.11 KWh/Ton production
2025 - 63.00 KWh/Ton production
Reduction - 10.11 KWh/Ton

Total Fuel Consumption in Gallons



Fuel Consumption Intensity (Gallons per Ton of Production)



Reduction in fuel consumption intensity = 0.1 Gallon/ton

Objectives/KPIs

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Power Consumption	Aim for keeping <60 KWH per 1000 kg of production	Improve the production methods, Use Energy saving equipment.	SDG-12, SDG-13	30-Dec-26	63 KWH per 1000 Kg achieved.
2	Fuel Consumption	Aim for keeping <15 liters per 1000 kg of production	Monitor average fuel consumption of company vehicles and equipment, Efficient trip plannings	SDG-12, SDG-13, SDG-11	30-Dec-26	15.13 Liter per 1000 Kg Consumed.

6.3 GHG Emissions

GRI 305-1 to GRI 305-7

Innobit quantifies and reports its greenhouse gas (GHG) emissions in alignment with the principles and methodologies of the [Greenhouse Gas Protocol](#) through the Greenhouse Gas Emission Inventory report.

For emissions calculation, Innobit utilizes the [EPA GHG Emissions Calculator](#), which is based on internationally recognized emission factors and methodologies. This ensures consistency, transparency, and comparability of reported data. Where applicable, emission factors are adapted to reflect regional relevance and operational context.

The company accounts for Scope 1 (direct emissions) and Scope 2 (indirect emissions from purchased electricity), with Scope 3 categories considered based on materiality and data availability. Emissions are calculated using activity-based data such as fuel consumption and electricity usage.

Innobit established its greenhouse gas (GHG) emissions reduction targets using the Science Based Targets Initiative Corporate Near-Term Target Setting Tool. This approach ensures that our targets are aligned with the latest climate science and contributes to limiting global temperature rise in line with the goals of the Paris Agreement. By applying this methodology, we define measurable and time-bound emissions reduction pathways across our operations.

Innobit is committed to improving data accuracy over time, enhancing emissions coverage, and aligning its reporting practices with evolving global standards. The organization also seeks to identify opportunities for emissions reduction through energy efficiency measures and operational improvements

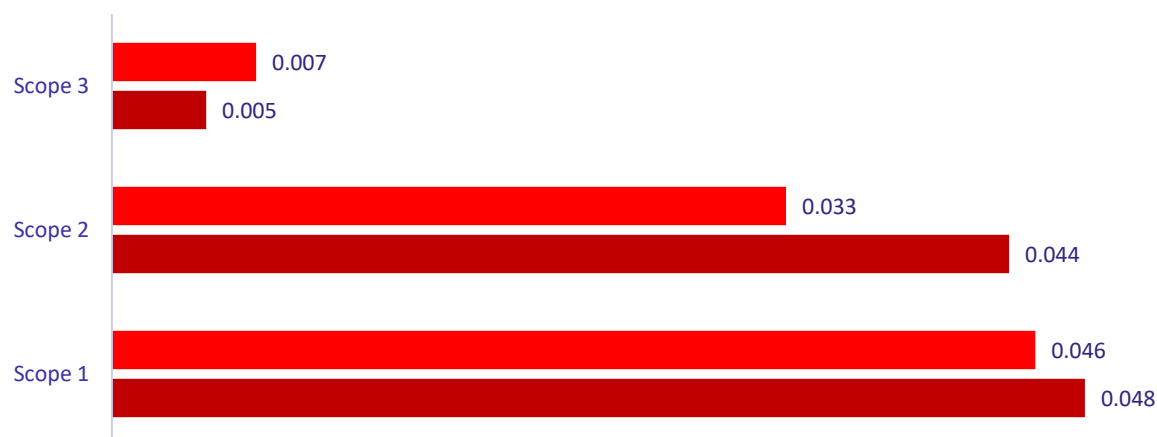
GHG Emissions (Absolute) in tCO2e

■ 2025 ■ 2024



GHG Emissions Per Ton Production (Intensity) in tCO2e

■ 2025 ■ 2024



Science Based Targets (SBTi) - Scope 1 & 2 Emissions (Absolute Emissions- 1.5 C)

	Base year (2024)	Most recent year (2025)	Target year (2030)	% Reduction to date	% SBT reduction
Scope 1 emissions (tCO2e)	1,218	1,664	911	-36.60%	25.20%
Scope 2 emissions (tCO2e)	1,123	1,215	810	-8.20%	27.87%
Combined Scope 1+2 emissions (tCO2e)	2,341	2,879	1,751	-22.98%	25.20%
Near-Term Scope 1 SBT Formulation	Innobit Industries LLC commits to reduce Scope 1 emissions 25.2% by 2030 from a 2024 base year.				
Near-Term Scope 2 SBT Formulation	Innobit Industries LLC commits to reduce Scope 2 emissions 27.9% by 2030 from a 2024 base year.				
Near-Term Combined Scope 1+2 SBT Formulation	Innobit Industries LLC commits to reduce Scope 1+2 emissions 25.2% by 2030 from a 2024 base year.				

Science Based Targets (SBTi) - Scope 3 Emissions

	Base year (2024)	Target year (2030)	% SBT reduction
Absolute emissions - WB2C (tCO ₂ e)	118	100	15.00%
Absolute emissions - 1.5C (tCO ₂ e)	118	88	25.20%

Near-Term Scope 3 SBT Formulation - WB2C	Innobit Industries LLC commits to reduce Scope 3 emissions 15% by 2030 from a 2024 base year.
Near-Term Scope 3 SBT Formulation - 1.5C	Innobit Industries LLC commits to reduce Scope 3 emissions 25.2% by 2030 from a 2024 base year.

Progress towards GHG Emission reduction targets.

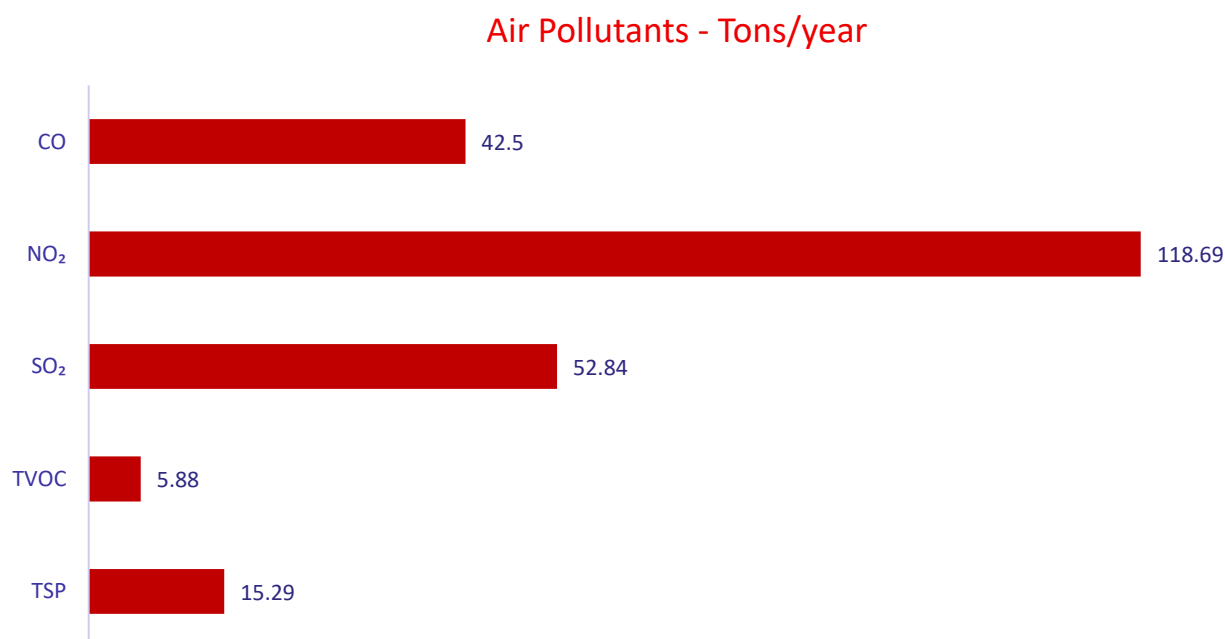
The performance review indicates that the company is currently **not on track** to meet its GHG reduction targets. Scope 1 shows an increase of 36.6% ,Scope 2 increased 8.2% and Scope 3 increased by 120% from base year. The increase in emissions is primarily attributed to:

- Significant increase in production volume during 2025
- Higher electricity consumption linked to operational expansion

When we compared the Intensity based calculations, Scope 1 shows a reduction of 4.17% and scope 2 shows 25% reduction. While Scope 3 shows an increase of 40% from base year

6.3.1 Air Emissions

Innobit conducts periodic indoor air quality, Noise quality and stack monitoring through accredited Third-party agencies to ensure its compliance with the regulations. We are taking data from these reports and calculating total weight of air pollutants.



SI No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
10	Air Quality/ Air Emissions	Maintain 'Acceptable' level for all pollutants	Use of low VOC products, Green certification of Products from Dubai Municipality, Reduce the use of fossil fuels.	SDG -15, SDG-3, SDG-13, SDG-11	30-Dec-26	All Acceptable as per last stack monitoring

7.0 Water use

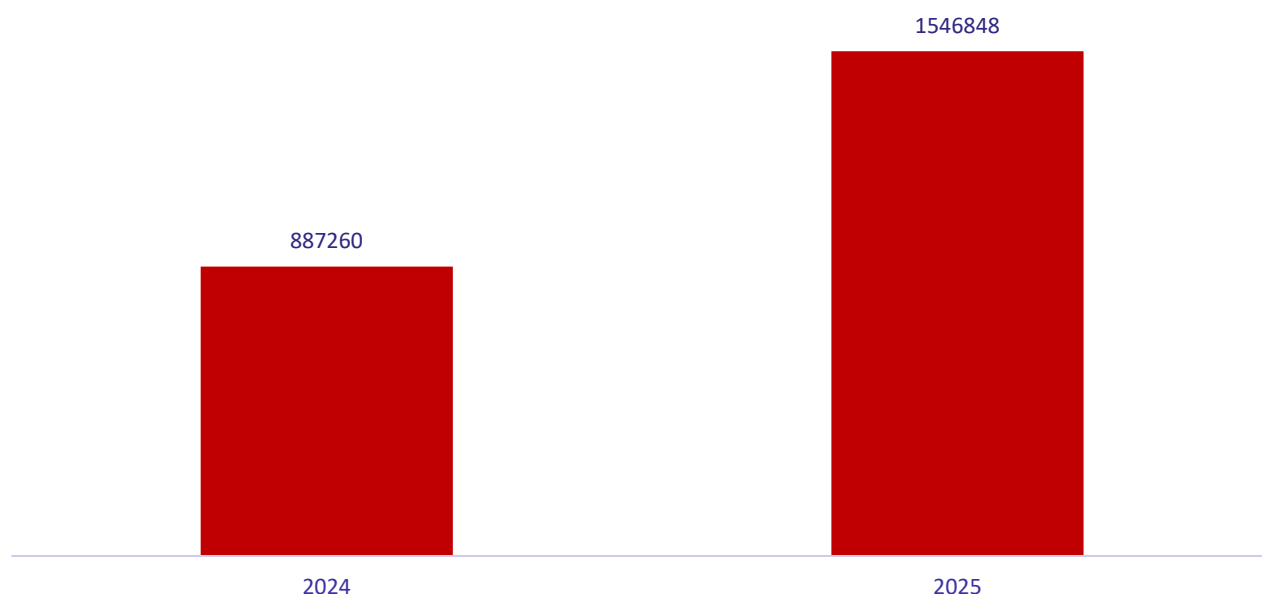
GRI 303-1 to GRI 303-5

Innobit sources water from Etihad Water and Electricity, primarily desalinated. Water is used for domestic purposes and in production through a closed-loop cooling system, where water is largely recirculated.

Wastewater is collected and disposed of via licensed tanker services to municipal treatment facilities. Treatment and quality monitoring are managed by the municipality, and the company does not conduct in-house testing.

Water withdrawal is monitored, and annual data is maintained. Given the limited operational use, overall water consumption is negligible and discharge impacts are low, with ongoing attention to efficient usage.

Water Withdrawal/Discharge in Gallons



Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
5	Efficient Water Use	Aim for keeping <30 Gallon per 1000 kg of production	Monitor water consumption in the facility Arrest any leakage, Employee awareness	SDG-12, SDG-13, SDG-6	30-Dec-26	42.42 Gallons per 1000 kg achieved.

8.0 Occupational Health and Safety

GRI 403-1,GRI 403-8,GRI 403-7

Innobit has a matured Occupational Health and Safety Management System aligned with ISO 45001:2018 and certified by Intertek, which provides a structured framework for identifying hazards, assessing risks, and implementing effective controls across all operations.

The ISO 45001:2018-based system covers all workplace activities and is designed to prevent work-related injuries and ill health, while promoting a safe and healthy working environment. The system includes defined roles and responsibilities, risk assessments, operational controls, training programs, and emergency preparedness measures.

All employees and on-site workers are covered under the company's occupational health and safety management system. This ensures that 100% of the workforce is included in the scope of safety risk identification, prevention measures, and continuous improvement processes.

Innobit has established procedures for the control of outsourced processes, which include the management of contractors and third-party service providers. These procedures ensure that occupational health and safety requirements are effectively communicated and implemented for all outsourced activities carried out on-site or under the company's control. Contractors are required to comply with the company's health and safety rules, including induction requirements, risk assessments, and applicable operational controls prior to commencing work.

ISO 45001:2018 Certification details

Certificate Number: 0123320

Valid until : 06.April.2028

Certification body: Intertek

8.1 Hazard Identification, Risk Assessment and Incident Reporting

GRI 403-2

Innobit has established formal procedures for Hazard Identification and Risk Assessment (HIRA) covering all significant operational activities based on ISO 45001:2018. Safety risk assessments are conducted systematically to identify potential hazards and implement appropriate control measures. A structured incident reporting and investigation process is in place to ensure all incidents, near misses, and unsafe conditions are reported, investigated, and used to drive corrective and preventive actions.

In addition, all workers are encouraged to report incidents, hazards, and safety improvement suggestions without fear of reprisal or retaliation, supporting a proactive safety culture.

8.2 Health Services and Promotions

GRI 403-3, GRI 403-6

The company provides occupational health services and promotes worker well-being through a combination of preventive and welfare measures. These include on-site first aid facilities, trained first aiders, and access to external medical care when required. All workers are covered by medical insurance, and periodic medical camps are conducted for health check-ups and monitoring.

Employees are provided with free food and accommodation, supported by dedicated HSE and food committees that oversee workplace safety, hygiene, and welfare conditions. Health awareness initiatives are also conducted to promote overall well-being and maintain a healthy workforce.

8.3 Employee Involvement

GRI 403-4, GRI 403-5

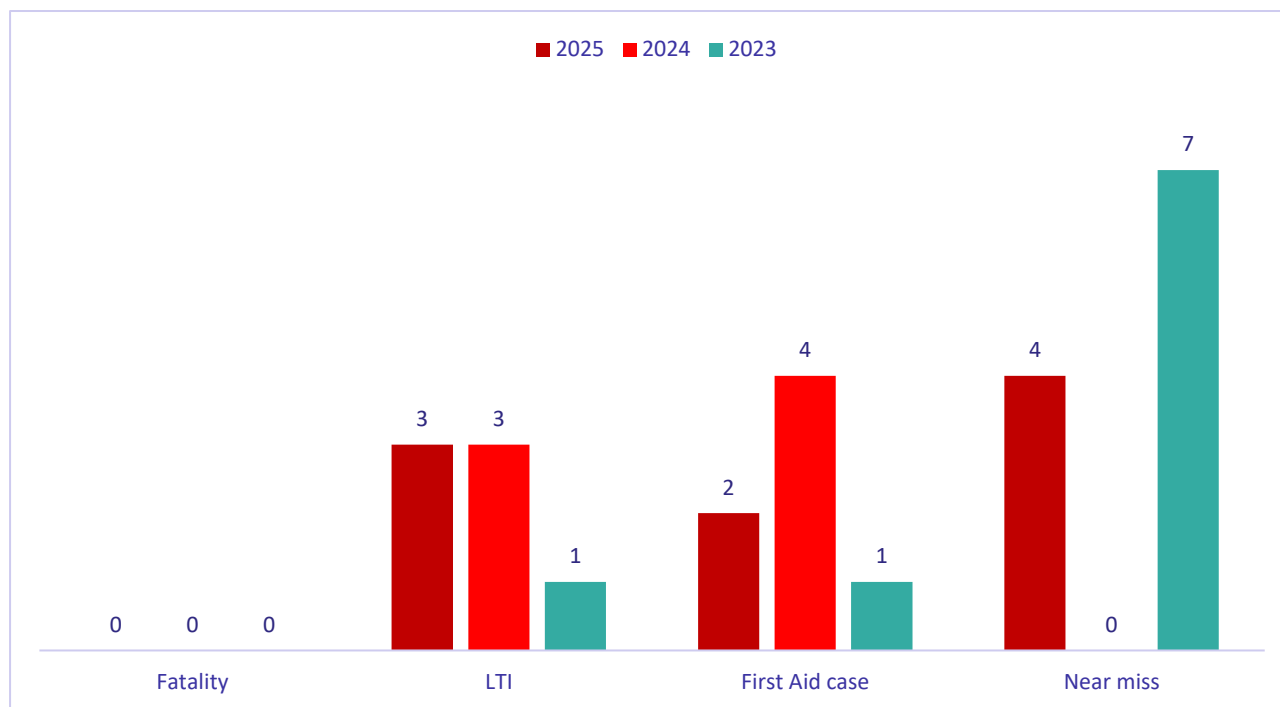
The company ensures active worker participation and consultation in occupational health and safety matters through structured communication channels and dedicated committees. An HSE Committee, with worker representatives, is established to facilitate regular discussions on safety performance, hazard identification, and improvement actions.

Workers are encouraged to report hazards, incidents, and provide safety suggestions without fear of reprisal. In addition, employees have direct access to the company's owners for raising concerns and feedback. A Food Committee is also in place.

Innobit implements an annual training plan to ensure employees are adequately trained in occupational health and safety requirements. Training programs are designed to enhance awareness of work related hazards, build competencies, and promote safe work practices across all operations.

8.4 Health and Safety Indicators

GRI 403-8. GRI 403-9



In reporting period,

- Total hours worked = 347030 manhours
- Accident Frequency rate (No of LTI / working hours) x 1,000,000 = 8.65 per million manhours
- Lost Man days due to work related accidents and illness = 19 Man days
- Accident Severity rate (No of lost workdays / working hours) x 1,000,000 = 54.75 lost days per million manhours
- Rate of recordable work-related injury (No of recordable work-related injuries/ working hours) x 1,000,000 = 14.40 per million manhours
- Fatalities = 0
- Minor cut and hit injuries – 4 Nos
Molten bitumen splash on hand - 1No
- Work Related illness = 0

Note:

1. All above Includes work from home data
2. The data covers own employees and non-employees whose work/workplace is controlled by Innobit

Objectives/KPIs

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Total Number of EHS incidents/Accidents reported	Zero incidents/Accidents	Periodically safety Inspections and Toolbox talks, Awareness training, Proper Implementation of ISO 45001:2018.	SDG-3	30-Dec-26	Three Accidents reported
2	Lost Man hours	1% of the total manhours	Use of proper PPE, Employee Awareness, Risk Assessments, Code of Safe practices, Proper maintenance of machineries	SDG-3	30-Dec-26	0.043% of total manhours

9.0. Labor and Human rights

GRI 401, GRI 402, GRI 404-1, GRI 404-2, GRI 405-1, GRI 405-2, GRI 406-1, GRI 408-1, GRI 409 -1

Innobit respects and upholds internationally recognized labour and human rights standards. The company aligns its practices with the human rights and labour principles of the [United Nations Global Compact](#), including:

- Respect for internationally proclaimed human rights
- Elimination of forced and compulsory labour
- Abolition of child labour
- Elimination of discrimination in employment and occupation

Innobit is committed to providing a safe, fair, and inclusive workplace. These principles are implemented through internal policies, employee practices, and compliance with applicable labour laws and regulations.

9.1 Labor relations

Innobit Industries LLC also adheres to all the labor regulations set forth by the UAE Ministry of Human Resources. Our steadfast commitment to legal and ethical employment practices is evident through our 100% compliance with formal employment contracts, sanctioned by the Ministry and jointly endorsed by both employee and employer. This includes ensuring salary, overtime, annual leave, and sick leave benefits are meticulously disbursed in accordance with contractual terms.

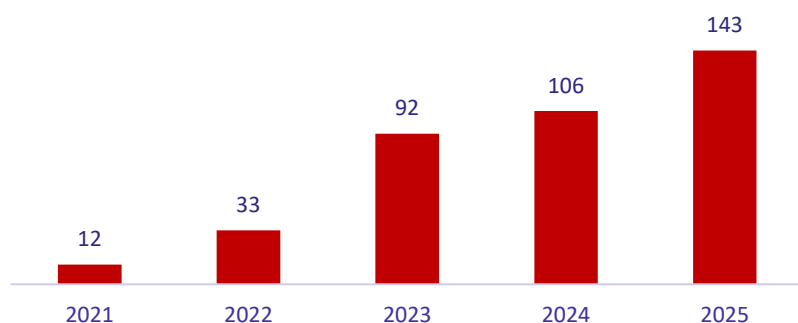
The working hours, break intervals, and holidays established harmoniously with the UAE labor law, These pivotal provisions are encapsulated within our Business Code of Conduct.

The absence of any registered labor complaints with the UAE Ministry of Labor underscores the effectiveness of our commitment to fostering a harmonious and legally compliant work environment. In acknowledgment of evolving work paradigms, Innobit Industries LLC encourages flexible options such as remote work and work-from-home arrangements. This flexible approach is coupled with our commitment to staff well-being, manifested in the provision of complimentary meals for all employees, including office staff.

Our dedication to employee welfare extends further through comprehensive health insurance coverage, a provision that reflects our commitment to the holistic well-being of our workforce. Moreover, we are steadfast advocates of inclusivity, evident through initiatives like break time for nursing mothers and paid parental leaves, ensuring that the diverse needs of our employees are thoughtfully addressed.

Our impressively low employee turnover rate underscores the positive work environment and the mutual respect shared between the company and its workforce. Minimum one month notice will be given before termination of employment contract and all End of service benefits as per UAE labor law will be given on time.

No of Employees



Gender	below 30	30-50	above 50
Male	41	78	15
Female	3	5	1
Total	44	83	16

New Employee Hires – 39 Nos

Country	gender	below 30	30-50	above 50
Egypt	M			1
India	M	9	15	2
Nepal	M	1	7	
Srilanka	M	1		
UAE	F	3		
Total		14	22	3

Employee Turnover rate – 1.6%

Total Number of Employees entitled to parental leave

Gender	below 30	30-50	above 50
Male	41	78	15
Female	3	5	1
Total	44	83	16

Total number of employees that took parental leave, return to work and still employed after 12 months of their return to work = 2 Females

9.2 Training

Innobit Industries LLC places a strong emphasis on continuous learning and professional development for our employees. We offer a comprehensive training program that encompasses both offline and online training modalities, tailored to cater to the diverse needs and preferences of our workforce.

Average training hours per employee = 15 Hours

Objective/KPIs

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
24	Trainings	At least 1 hour average training hours per employee	Plan trainings for Skill Development, Quality, Health, Safety , ethics and environment	SDG-4	30-Dec-26	15 average training hours provided..

9.3 Human Rights

Innobit Industries LLC demonstrates an unequivocal commitment to upholding human rights. In line with this principled stance, we strictly adhere to employing individuals who are 18 years of age or older, in observance of their rights and well-being.

Our resolute stance against discrimination is a fundamental pillar of our operations. Discrimination on the grounds of gender, race, religion, or regional origin finds no place within the corridors of Innobit. This unequivocal prohibition echoes our dedication to fostering an inclusive and diverse work environment that values and respects the dignity and rights of every individual.

With a pristine record of ZERO human rights violations reported since our company's inception, we underscore our unwavering commitment to creating a workplace that is free from infringements and favorable to mutual respect and collaboration.

The principle of gender equality is upheld through our practice of offering identical salaries and benefits to both males and females for the same job categories. This embodies our belief in fairness and our commitment to eradicating gender-based disparities.

Employee details on position, Gender and age group

Position	Gender	below 30	31-50	above 50
Senior management	M		1.40%	5.60%
Senior management	F		0.70%	
Middle management	M		3.50%	2.10%
Middle management	F	0.70%	1.40%	
Supervisor level	M	7.00%	2.10%	0.70%
Supervisor level	F	1.40%	1.40%	0.70%
Worker level	M	21.70%	47.60%	2.10%

Percentage of women employees – 6.29%

Percentage of women in top executive position – 0.69%

No of Human right violations reported – 0

No of Child labor and forced labor incidents reported – 0

Objective/KPIs

SI No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Human rights	Zero human rights violations	Strict compliance of our Human rights policy, local and international laws. Timely reporting of Human rights violations.	SDG-10, SDG-5	30-Dec-26	No Human rights violations reported.

10.0. Ethics

GRI 205-1, GRI 205-3, GRI 206

Innobit is committed to maintaining the highest standards of ethical conduct and corporate integrity. The company supports the principles of the [United Nations Global Compact](#), related to anti-corruption, ethical business practices, and responsible corporate governance.

Innobit adopts a zero-tolerance approach to corruption, bribery, and unethical conduct in all business activities. This commitment is embedded in internal policies, including the company's Code of Conduct and governance framework, ensuring accountability, transparency, and ethical decision-making across all levels of the organization.

The company have implemented a 'Whistleblowing Policy', providing a secure and confidential avenue for reporting ethical concerns and potential violations. This policy stands as a testament to our dedication to transparency, fostering an environment where issues can be raised without fear of retribution, enabling us to address and rectify any deviations from our ethical standards swiftly and effectively.

Number of Ethics violation/incidents (Anti-Corruption, bribery, unethical conduct) reported = 0

Significant risk identified in Anti-corruption assessment = 0

Operations assessed for Anticorruption = 100%

Number of anti-competitive, anti-trust, monopoly incidents/complaints reported = 0

Objective/KPI

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Corruption and Bribery,	Zero corruption and bribery incidents	Strict compliance of our code of conduct, local and international laws.	SDG-11	30-Dec-26	No corruption & Bribery cases reported

11.0. Materials

GRI 2-6, GRI 301-2, GRI 306-2, GRI 306-3, GRI, 306-4

11.1 Products

Innobit is mainly involved in waterproofing sector, and our majority of our products are bituminous self-adhesive membranes and protection boards. Our full range of products are available on our website www.innobit.me. Our products hold Dubai Municipality's Green Building Product Conformity marks, a testament to their classification as low-emitting materials.

No of Green Building Certified products - 15 Nos

Percentage of recycled input in products - 5% for Protection boards and 6 % for foundation membrane products.

Objective/KPI

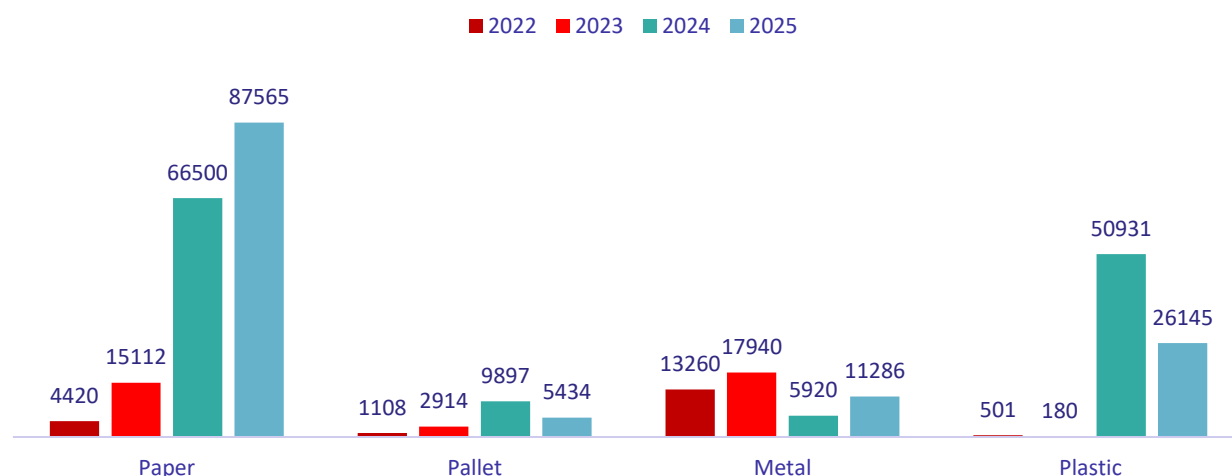
Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Sustainable product development	Add 5 products a year in conformance with DCL Green building certification	Develop and get the green building certification for the products from Dubai Municipality.	SDG-9	30-Dec-26	1 product added.

11.2 Recycle / Reuse

At Innobit Industries LLC, our dedication to responsible waste management practices remains unwavering. Instead of disposing of used paper and plastics into general waste, we have taken proactive steps to implement a robust recycling initiative. Through this endeavor, we diligently divert these materials into recycling processes, emphasizing our commitment to minimizing our environmental impact.

Innobit encourages reuse of used pallets and jumbo bags for internal material transfers.

Recycling through external agencies - in Kgs



Objective/KPI

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Recycle	Minimum 95% of Waste packing materials to be given for recycling	Recycle or reuse all possible materials like paper, packing materials, pallets, plastic waste, core tubes etc.	SDG-11, SDG-12	30-Dec-26	More than 98% materials given for recycling

11.3 Waste

Our waste disposal protocol ensures that potentially harmful materials are meticulously handled, packaged, and transported by authorized agencies. We have waste disposal contract for general waste disposal with Municipality and hazardous waste disposal contract with Municipality approved waste handling agencies.

**Total Weight of Non- hazardous waste disposed – 940.72 Tons
(excluding General waste)**

Total Weight of Hazardous waste disposed – 2.9 Tons

Objective / KPIs

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Hazardous waste	Keep the hazardous waste 0.05% of the total production	Reduce the hazardous ingredients in new products and maximum utilization of raw materials.	SDG-12, SDG-13, SDG-11, SDG-15	30-Dec-26	Less than 0.008% Hazardous waste Generated
2	Production Waste Generation	Aim for keeping less than <3% of Annual production.	Reduce waste by proper planning and maximum utilization of materials	SDG-12, SDG-13, SDG-11	30-Dec-26	2.58% wastage produced.

12.0. Customer satisfaction

GRI 416-1, GRI 416 -2, GRI 418-1, GRI 417-1, GRI 417-2

Customer satisfaction is a core indicator of Innobit Industries LLC's sustainability performance, reflecting our ability to deliver consistent quality, reliability, and value to our stakeholders. We maintain a structured approach to understanding and enhancing customer experience through regular feedback mechanisms, including direct client interactions, post-delivery evaluations, and periodic satisfaction surveys. During the reporting period, Innobit achieved a high level of customer satisfaction. Any minor concerns raised were addressed promptly through corrective and preventive actions.

Innobit provides Safety Data Sheet (SDS) with all the products as per GHS standard format and complies with all applicable regulations. Safe transport, handling and storage, disposal methods etc., are included in the 16-point SDS. A technical datasheet is also available for all products to educate the customers/end users. Labelling will be applied to all products as per the regulatory health and safety requirements and no complaints has been received in the reporting period regarding labelling.

Total number of non-compliances regarding health and safety impacts of the products = 0

Total complaints concerning breach of customer privacy and loss of customer data = 0

Objective/KPI

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Customer health and Safety	No Customer complaints regarding health and safety issues	Keep customer health and safety in mind from the product development to product delivery. Proper SDS preparation.	SDG-3	30-Dec-26	No Customer complaints received from January 2022 - regarding Health and safety issues

13.0. Sustainable procurement

GRI 308-1, GRI 414-1

Innobit Industries LLC operates a supply chain firmly rooted in sustainability principles, exemplified by our robust 'Sustainable Procurement Policy'. This policy mandates all our suppliers to unequivocally embrace our 'Supplier Code of Conduct', a blueprint that sets forth ethical standards and responsible practices. A hallmark of our commitment is our resolute avoidance of countries under international sanctions, as well as the steadfast exclusion of conflict minerals or materials from our supply chain.

Innobit assesses potential suppliers through a comprehensive Supplier Registration Questionnaire. This survey features a discerning set of social, health and safety and environmental inquiries, allowing us to align ourselves with partners who share our unwavering commitment to sustainability and responsible business practices.

Innobit Industries LLC remains deeply invested in empowering diverse voices, by encouraging business led by female and other marginalized communities.

In alignment with our pledge to uphold environmental integrity, we proudly adhere to the REACH regulations and fervently encourage our suppliers to do the same.

Total new suppliers assessed through survey including social and environmental questions – 100%

Objective/KPI

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	Sustainability clauses in contracts	In 100% contracts and POs	Send Terms and contracts along with all POs and contracts	SDG-17, SDG-11	30-Dec-26	Sustainability clauses mentioning in all POs
2	To encourage all suppliers to adhere our supplier code of conduct.	Acknowledgment of our sustainable policy by all active suppliers	Send our Sustainable procurement policy to all suppliers and get their acknowledgements.	SDG-17, SDG-11	30-Dec-26	Yet to start the process.

14.0 Other Objectives/KPIs

Sl No	Objectives	Targets	Programs	SDGs	Time Frame	Current Status
1	local and accidental pollution	At least one mock drill for spill and one air quality monitoring need to be conducted.	Plan and execute one chemical spill mock drill and one air quality monitoring a year	SDG-14, SDG-15	30-Dec-26	One spill mock drill and Third party Air quality monitoring conducted.
2	Bio Diversity	All products developed shall be biodiversity friendly.	During R&D product approval stage, biodiversity effects for the products to be assessed.	SDG-14, SDG-15	30-Dec-26	All products developed having no adverse effects to biodiversity if its properly used and disposed.

15.0 GRI content Index

Innobit Industries LLC has reported in accordance with the GRI Standards for the period 01 January 2025 to 31 December 2025

GRI Disclosure	Description	Location in Report	Status
2-1	Organizational details	Section 1.0	✓
2-2	Entities included in reporting	Section 1.0	✓
2-3	Reporting period, frequency	Section 1.0	✓
2-4	Restatements of information	Section 1.0	✓
2-5	External assurance	Section 1.0	✓
2-6	Activities, value chain	Sections 1.0 & 10.0	✓
2-7	Employees	Section 1.0	✓
2-8	Workers who are not employees	Section 1.0	✓
2-9	Governance structure	Section 2.0	✓
2-10	Nomination and selection	Section 2.0	✓
2-11	Chair of governing body	Section 2.0	✓
2-12	Role in sustainability	Section 2.0	✓
2-13	Delegation of responsibility	Section 2.0	✓

2-14	Role in reporting	Section 2.0	✓
2-15	Conflicts of interest	Section 2.0	✓
2-16	Communication of concerns	Sections 2.0 & 3.0	✓
2-17	Collective knowledge	Section 2.0	✓
2-18	Evaluation of performance	Section 2.0	✓
2-19	Remuneration policies	Section 2.0	✓
2-20	Pay ratio	Section 2.0	✓
2-21	Annual compensation ratio	Section 2.0	✓
2-22	Statement on sustainable development	Director Statement	✓
2-23	Policy commitments	Section 3.0	✓
2-24	Embedding policies	Section 3.0	✓
2-25	Remediation processes	Section 3.0	✓
2-26	Advice & concerns	Section 3.0	✓
2-27	Compliance with laws	Sections 3.0 & 9.1	✓
2-28	Membership associations	Section 3.0	✓
2-29	Stakeholder engagement	Section 4.0	✓
2-30	Collective bargaining	Section 4.0	✓
3-1	Material topics process	Section 5.0	✓
3-2	List of material topics	Section 5.1	✓
3-3	Management of topics	Across report	✓
302	Energy	Section 6.2	✓
303	Water	Section 7.0	✓
305	Emissions	Section 6.3	✓
306	Waste	Section 10.3	✓
403	Health & Safety	Section 8.0	✓
401	Employment	Section 9.1	✓
402	Labor relations	Section 9.1	✓
404	Training	Section 9.2	✓
405	Diversity	Section 9.3	✓
406	Non-discrimination	Section 9.3	✓

408	Child labor	Section 9.3	✓
409	Forced labor	Section 9.3	✓
205	Anti-corruption	Section 9.0	✓
206	Anti-competitive behaviour	Section 9.0	✓
308	Supplier environmental screening	Section 12.0	✓
414	Supplier social screening	Section 12.0	✓
416	Customer health & safety	Section 11.0	✓
417	Product labelling	Section 11.0	✓
418	Customer privacy	Section 11.0	✓

*Compiled by,
Shanoj Sharafudeen
Manager- Certifications*

*Reviewed by,
Director*