



IPT

THINK SUSTAINABLE

**SUSTAINABILITY
REPORT**

2023

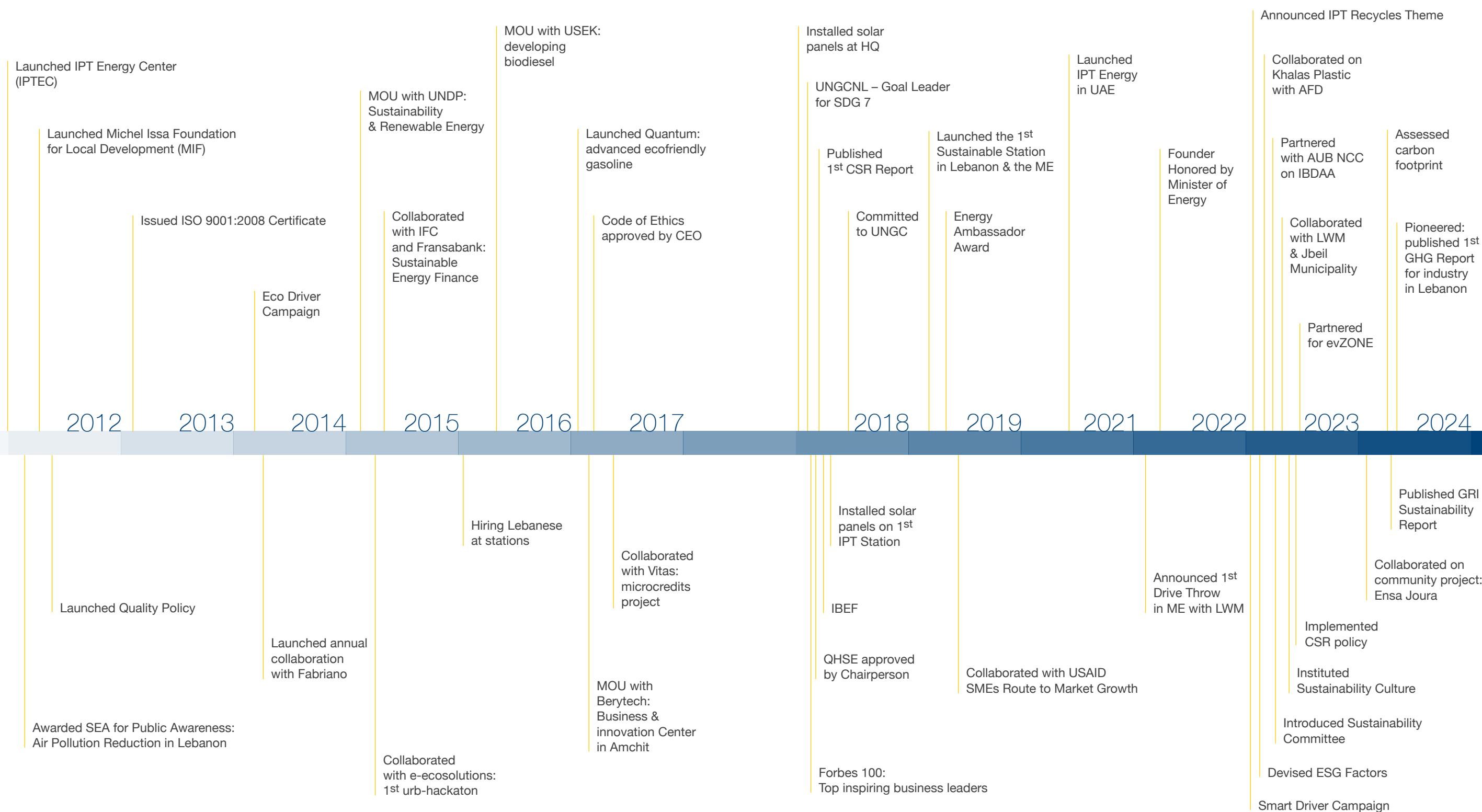


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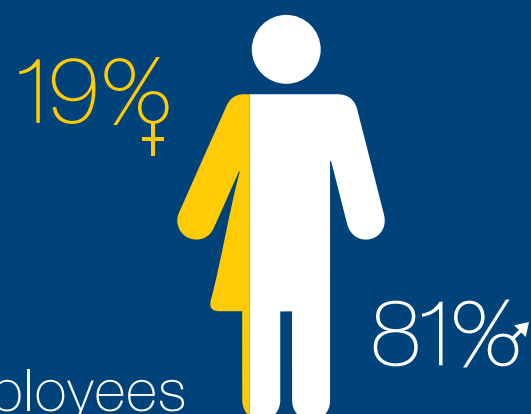
MILESTONES



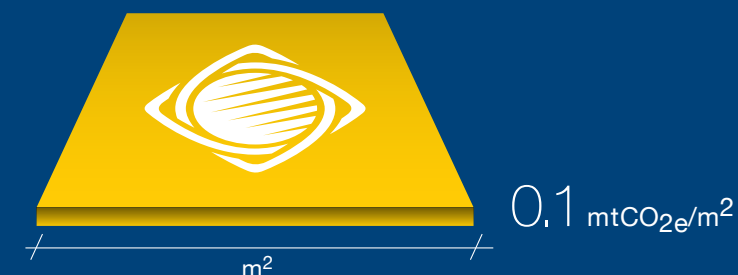


AT A GLANCE KEY TAKEAWAYS

COMMUNICATION
COLLABORATION EFFORTS
COMPLIANCE



Carbon Footprint



85,540
Community Beneficiaries

240
Stations

4
Terminals

1
Terminal



Adaptation of **ESG** factors



A WORD FROM DR. TONI ISSA

THINK SUSTAINABLE



Lebanon and the broader Middle East are regions characterized by constant turmoil and challenges. At the onset of every year, we reflect on the various storms we've weathered at IPT and hope that the coming year will bring respite and calm. However, time and again, we find ourselves faced with new obstacles.

Despite this perpetual uncertainty, our community remains at the core of our identity. The future and aspirations of generations inspire us to persevere, navigating through adversity with faith, reason, science, determination, and above all, with energy. We strive to adapt and develop, expanding our business into foreign markets while remaining well-rooted in Lebanon. Our presence in the United Arab Emirates (UAE), and soon-to-expand operations in Saudi Arabia, reflect our commitment to growth and resilience. We continuously seek new partnerships and opportunities to enhance our operations while staying true to our vision of conducting our business responsibly.

Among our notable partnerships in 2023 is the renewed agreement with ELF Oils, solidifying our role as their official distributor in Lebanon by UAE Marketing TotalEnergies. The strategic partnership, which began in 2011, confirms the common values and belief in the role of the private sector in promoting economic development, especially in difficult circumstances. This partnership set the infrastructure for supply and fuel logistics. Another is our recent acquisition of a majority stake in JETTCO, a leading Jet A1 fuel supplier to domestic and international airlines operating at Beirut's Rafic Hariri International Airport, showcases our strategic investments in key sectors. Collaborations with companies like Phoenix Energy, a company of INDEVCO Group, to establish evzone, the first smart national network for electric vehicle charging stations to rely on clean energy sources and reduce carbon emissions; and with Grey Mackenzie Retail Lebanon Group, opening a network of convenience stores in specific IPT terminals on one hand, and installing electric vehicle charging network at Spinneys

sites on the other, and the adoption of self-service IPT cards with loyalty incentives, further underscore our dedication to innovation and sustainability.

As for the headline commitment to sustainability guiding all our endeavors and ingrained in our corporate culture, evident in our alignment with the UN Sustainable Development Goals. We strive not only to achieve our own sustainability objectives but also to inspire our peers to embrace ethical business practices. Initiatives such as financing rural projects where empowering the local community is our main objective, operating waste sorting plants for a sustainable environment for future generations, and promoting responsible driving highlight our holistic approach to community development and environmental stewardship.

Through the Michel Issa Foundation for Local Development (MIF), the social responsibility role of IPT expands its objectives of supporting local resources and skills, creating jobs in cities and rural areas, contributing to local development. The Smart Driver campaign with role-model Mechanical Engineer Rana Hayek to promote responsible driving and educate drivers about car maintenance, environmentally friendly practices, and fuel-efficient driving. Purposefully encouraging domestic tourism across the country, IPT has promoted "Fuel Your Weekend" to entice the discovery of Lebanon's beauty and natural wonders and indirectly provide support for local businesses. IPT Recycles, dedicated theme for 2023, underlined our environmental commitments where a variety of activities were organized fully intended to spread awareness and environmental responsibility to both, internal and external stakeholders.

Challenges serve as our daily inspiration, shaping our corporate culture and fueling our determination to overcome obstacles gracefully. We invite you to explore the contents of this report, acknowledging the contributions of all who have supported IPT on its journey of resilience, growth, and sustainability.

Dr. Toni Issa
Executive Chairperson of Issa Group

INTRODUCTION

Issa Group (IG) Family Office is the entity withholding the IPT Group Holding sal, present in both Lebanon and UAE today. It comprehensively aggregates all the entities under IPT, as well as IPT Energy Center (IPTEC) which spearheads a spectrum of scientific endeavors, social engagements, and environmental initiatives aimed at promoting energy conservation and the prudent utilization of resources. The main aim of IPTEC is to pave the way for a sustainable future. IPT's social responsibility role is further expanded through the Michel Issa Foundation for Local Development (MIF), a duly registered non-governmental organization (NGO) that promotes local development and builds local capabilities through the implementation of development programs in collaboration with concerned authorities and through the support of the civil society and local administrations in Lebanon.

IPT is a privately owned Lebanese Family Business established in the 70s specialized in the import, storage and distribution of petroleum products mainly gasoline, diesel oil lubricants jet A1, and LPG serving hundreds of gas stations, factories, and homes.

Over the past 50 years, IPT Group has forged strong partnerships with community stakeholders and industry leaders both in Lebanon and abroad. Through these collaborative efforts, IPT has gained extensive expertise in energy services and distribution, emerging as one of the leading energy companies with a network spanning over 240 service stations nationwide. In addition to its widespread presence in Lebanon, IPT services numerous leading corporate clients, factories, and households on a daily basis. Today, IPT is a success story that brings to the forefront more than five decades of experience in the energy sector. IPT expanded its operations to the UAE in 2021, focusing on diesel and biodiesel distribution, bunkering, lubricants, and

fuel-oil supply services. Operations are based out of a storage facility in Sharjah. IPT manages its own storage facility and fleet to efficiently supply and distribute energy to leading corporate clients across the Emirates. Moreover, IPT is an authorized distributor of Total Energies Lubricants and excellium additive in the UAE.

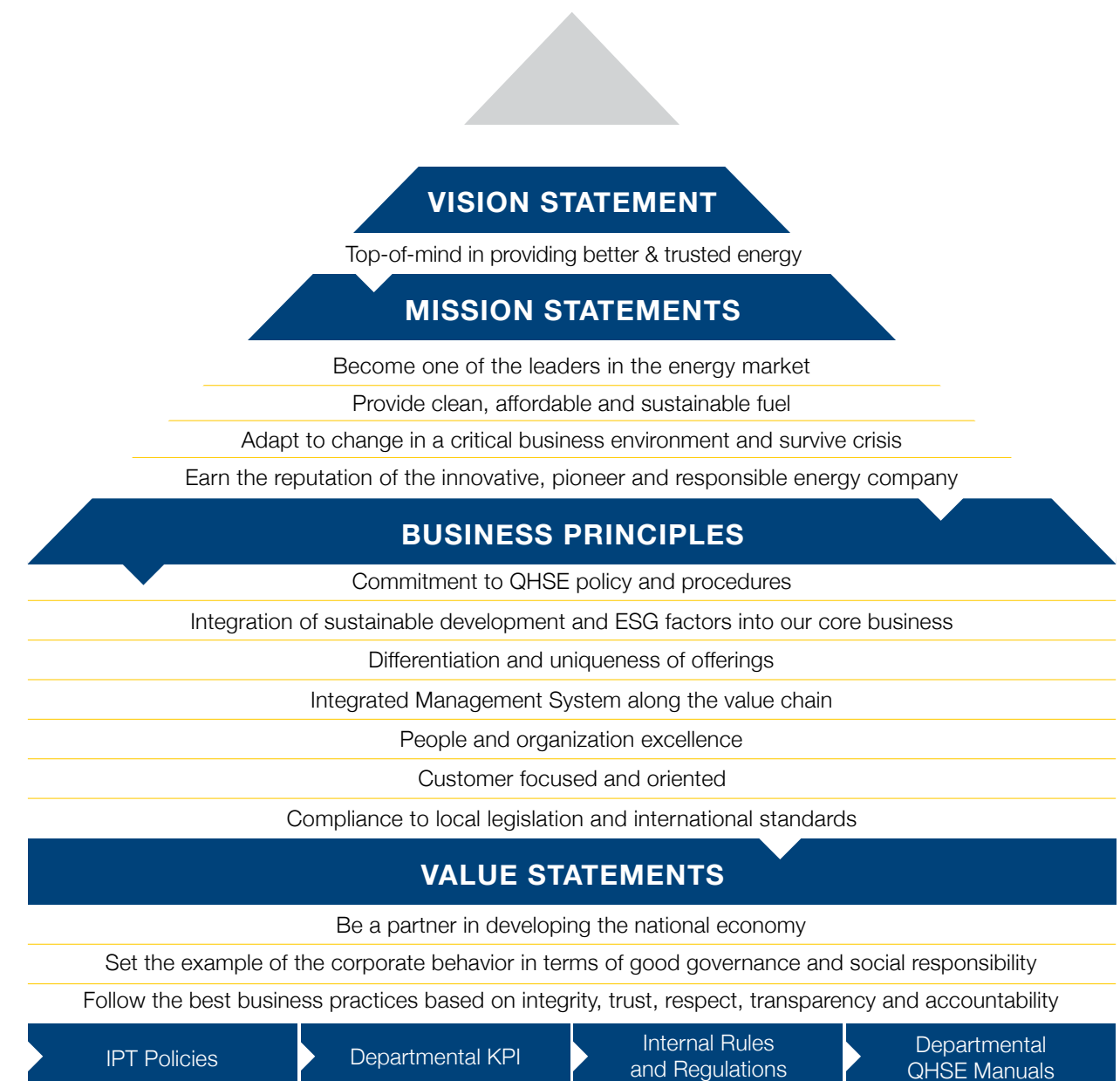
The present sustainability report represents IPT Group's first Global Reporting Initiative (GRI) Report, it contains a brief recap of 2022 on page 18, and delves the reader into the performance of IPT fleshing out core indicators that are of relevance to the company within a reporting period covering January 1 to December 31, 2023. We have selected GRI to present our ESG information for balance, clarity, comparability over the next years, materiality, timeliness, completeness, reliability, accuracy, stakeholder inclusiveness, and sustainability context as characteristics match best our transparency. Our concordance table allows the ardent practitioner to identify the pledged SDGs in cross reference to the GRI indicators used. The IPT Group Holding sal is an active participant of the UN Global Compact since February 2018.

Our core values of developing the national economy, setting an example in corporate behavior regarding good governance and social responsibility, and following the best possible business principles based on integrity, trust, respect, transparency and accountability led us to voluntarily prepare this report. As a privately owned oil and gas transport, storage and distribution company, the economic value generated is disclosed within our official annual financial report to the Ministry of Finance in the countries where we operate. The jobs created are mentioned in the fourth section where the reader can note our expansion. The materiality exercise is found in the section depicting our reporting in detail. IPT Group Holding sal is the reporting entity which is abbreviated across this document as IPT.



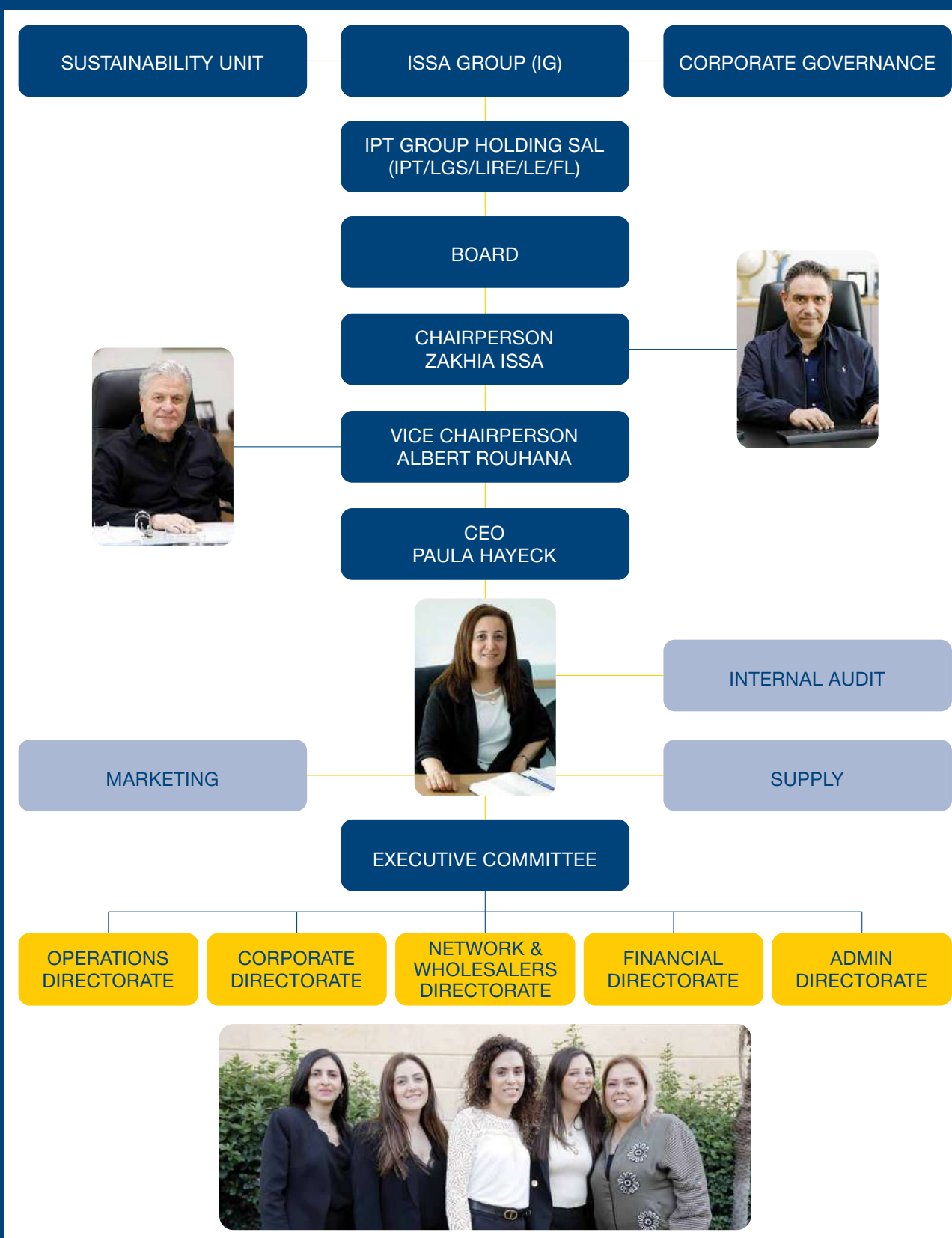
Our company's public policy is not to participate in any political contributions and to limit payments to governments in the strict definition of taxes due. We look forward to benchmarking this first report and its key performance indicators (KPIs) next year

as we intend to issue reports on annual basis. The contents of this report are reviewed by our Board of Directors however, the main point of reference is the Sustainability Unit and can be contacted at sustainability@iptgroup.com.lb.





This figure depicts our Governance structure.



At IPT, our dedication to ethical and responsible business practices is unwavering. This commitment is deeply embedded in our Code of Ethics and our CSR Policy, which serve as the cornerstones of our decision-making process. We firmly believe that conducting business responsibly is beneficial not only to our company but also to our employees, customers, communities, stakeholders, and the environment. By upholding the highest ethical standards, we foster trust, create value, and contribute to positive change in the world.

Our CSR Policy and Code of Ethics cover a wide range of topics, including:

- Environmental Stewardship
- Social Responsibility
- Governance and Ethics
- Stakeholders Engagement
- Performance Measurement and Reporting
- Integrity and Fairness
- Respect for Human Rights
- Compliance with Laws and Regulations

We encourage all employees to familiarize themselves with the Code of Ethics and to embody its principles in their daily work. Furthermore, we advocate for our suppliers and business partners to embrace comparable ethical standards.

IPT, an active participant of UN Global Compact since 2018 endorses and supports internationally recognized principles under the Universal Declaration of Human Rights and promotes global respect for human rights and fundamental freedoms for all, without distinction of race, color, gender language, religion, opinion, descent, or national or ethnic origin.



Our commitment to responsible business conduct permeates every level of our organization, from top governance structures to day-to-day operational functions. Here's an overview of our efforts aimed at promoting transparency and accountability:

Top Management provides **clear guidance** and ensures **accountability** for the implementation of responsible business practices.

Each **policy commitment** is assigned specific functions responsible for its execution. For instance, our Human Resources Department oversees the implementation of policies related to workers' rights. Reporting lines establish direct communication channels between these functions and senior leadership.

Responsible business conduct is a recurring agenda item at meetings of top management and senior executives. These discussions cover specific themes and **track progress** on our commitments.

The newly formed **CSR/Sustainability Committee**, engaging different employees from various departments, overseen by our Head of Sustainability and our Sustainability Consultant, guides the social and environmental initiatives of the Group. Monthly meetings allow a proper flow and maximize corporate engagement and culture.



Sustainability Committee



- A dedicated working group facilitates **communication** and problem-solving across departments regarding responsible business conduct issues.
- We integrate responsible business conduct commitments into our **risk management** systems and management policies. This **proactive** approach enables us to identify and **address potential risks** associated with environmental, social, and human rights impacts.
- Our **Corporate Governance department**, including Quality Management Systems (QMS), Health, Safety, and Environment (HSE), and **Internal Audit**, conducts thorough monitoring of implementation through internal audits. Any findings are promptly reported to the board for further action.

Through these measures, we strive to ensure that responsible business conduct remains at the forefront of our operations, driving positive outcomes for all stakeholders.



COMMUNICATION EFFORTS



Sales Department

At IPT, we recognize that continuous improvement hinges on listening to our customers and stakeholders. To ensure addressing their feedback effectively, we have established a robust process that captures input and complaints from various channels:

Feedback received during interactions is documented and thoroughly investigated.

Operations

Internal issues impacting customers are logged and promptly escalated for resolution.

Hotline number

Dedicated line facilitates immediate reporting of problems.

Website

Online form provides a convenient platform for submitting feedback.

Emails

Complaints received via email are directed to the appropriate team for handling.

Upon receipt of any negative feedback or complaint, the relevant department investigates to determine the cause of the issue. Corrective actions are then taken in accordance with company policies and procedures to ensure customer satisfaction and resolution.

To monitor and track these incidents, the corporate governance department oversees the process, ensuring:

Centralized Logging

All complaints and negative impacts are meticulously documented in a comprehensive log.

Client/Stakeholder Follow-Up

We verify the implementation of corrective measures and gauge customer satisfaction, addressing any remaining concerns to ensure resolution meets expectations.

At IPT, we proactively develop strategies to anticipate and address potential issues before they impact customers. We actively engage with concerned customers to assess their satisfaction and foster continued loyalty. This comprehensive approach enables us to:

Identify and address issues promptly.

Prevent recurrence of similar problems.

Demonstrate our unwavering commitment to customer satisfaction.

Cultivate stronger relationships with stakeholders.

Due diligence of our internal governance mandates that all employees are informed, trained, and acknowledge anti-corruption issues clearly communicated in our employee handbook. In this aspect, an anonymous whistleblowing procedure is clearly communicated. In 2023, no such reports have been accounted.



COMPLIANCE EFFORTS

Incidents

Neither IPT as an organization nor any of its employees have been the subject of any incidents caused by employees, workers, network stations, costumers, or judicial matters pertaining to corruption.

2023 has witnessed, 5 speed violations on IPT's vehicles for an insignificant but settled fine amount.

Procurement Practices

Indirect economic impacts are also accounted on our supply chain as 91.5% of our spending is on local approved suppliers. Regarding our entity in the UAE, 100% are local suppliers with the exception of IPT Energy DMCC where products are imported and sold outside the UAE.*

Reference to the approved supplier list, it is noteworthy that 52% of our suppliers signed our compliance questionnaire and our supplier code of conduct, an exercise inducted in 2023 which is habitually updated. Of these assessments, none showed negative environmental or social impacts.

Approach to Tax

Controls procedures for Accounting Department preceding declaration:

All entries are entered by accounting officers

Controlled by senior officers and chief accountant

All declarations are prepared by Accounting Manager or Assistant Accounting Manager

Controlled by tax advisor

Audited by Ernest & Young

CFO formally reviews and approve the tax process

For the UAE: an external VAT consultant controls and verifies declarations followed by the approval of the Finance and General Manager signature and submission to the Federal Tax Authority portal.

*The organization's geographical definition of 'local' is UAE

IPT Energy Power Trading LLC: Headquarter in Dubai but operation (terminal) in Sharjah.

IPT Energy DMCC: Headquarter in Dubai but operation outside the UAE.



Taxes are important sources of government revenue and central to fiscal and macroeconomic stability of a nation. Tax paying institutions contribute to public administration and infrastructure. The United Nations mentions the necessity of taxes towards the achievement of the SDGs.

IPT adopts the official Lebanese accounting standards for Lebanon, and respectively UAE accounting standards for the UAE, both consistent with IAS and IFRS.

The formulated declarations are both, quarterly and annually, as follows:

The Accounting Department completes entry registrations including stockkeeping on a pro-rata basis.

VAT – – – – – Controlled based on special system reports. The expenses and revenues table of the related quarter and the account of VAT - deductible and collected - listing the highest costing ten suppliers and highest billed ten customers is uploaded on The Ministry of Finance (MOF) platform and duly settled at a financial institution 20 days prior to due date each quarter ensuring timeliness and transparency while avoiding corruption risks mitigated by digital declarations.

Nonresident TAX – – – – – Settled 15 days ahead per quarter.

Ad hoc suppliers that are not registered in MOF are declared, and a deduction of 7.5% for labor service and 2.25% for purchased merchandise is settled. Similarly, annual declarations are submitted prior to the due of May 31. Evidently, full transparency is practiced for all declarations detailing relevant contacts and amounts.

TAX on Salary – – – – – Prepared by the Payroll Department and settled quarterly, 15 days prior to deadline. Entries are registered by the Accounting Department, controlled by the Payroll Department, declared online, and paid through a financial institution. Annual declarations follow similar procedures.

Income TAX – – – – – Annual declaration deadline is May 31.

Upon completion of entries, depreciation calculations, settling expense/payable accounts, and considering profit or loss, we schedule tax amount based on portal module and duly settle.

Property TAX – – – – – Met prior to annual deadline in April, following same procedure.

Economic Right Holder – – – – – Related to shareholders of the company and the related shares.

Declaration of Distribution on Profit – – – – – Declared when profits with 10% tax settled using similar procedures.



COLLABORATION EFFORTS

As a prominent gas and oil company, IPT remains resolute in its dedication to minimizing adverse environmental effects while actively engaging in collaborative endeavors to serve the community. Acknowledging the inherent risks associated with its oil and gas terminals, IPT has implemented proactive measures to bolster safety and environmental preservation.

In partnership with various non-governmental organizations (NGOs), IPT sponsors numerous environmental events, showcasing its commitment to raising awareness and promoting sustainability. Notably, through The Michel Issa Foundation for Local Development (MIF), IPT has joined forces with the Civil Defense to establish a Maritime Rescue Center strategically positioned near its terminals.

This initiative serves multiple purposes, mainly safeguarding the surrounding maritime environment, as well as preventing and responding to potential fires in the area. The center is equipped with specialized pollution control equipment and therefore is primed to swiftly address any vessel leakage.

This holistic approach underscores IPT's commitment not only to meeting safety standards but actively contributing to the well-being of the community and the protection of the local ecosystem. Through these collaborative efforts, IPT plays a pivotal role in championing environmental stewardship and ensuring the safety of both its operations and the communities it serves.



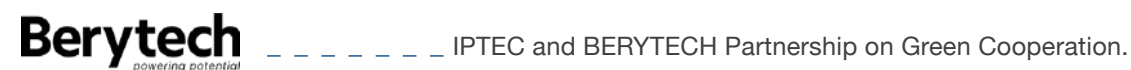
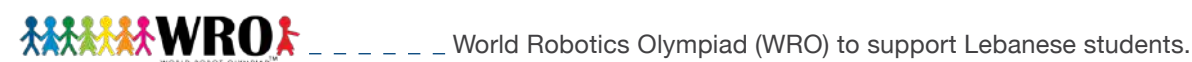
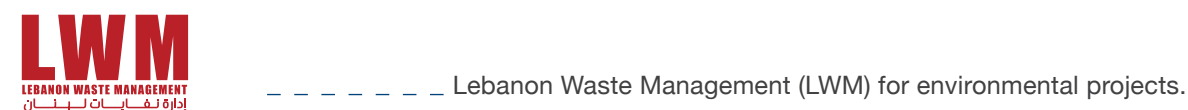


A quick glimpse at IPT's achievements towards leadership and excellence for the year 2022.

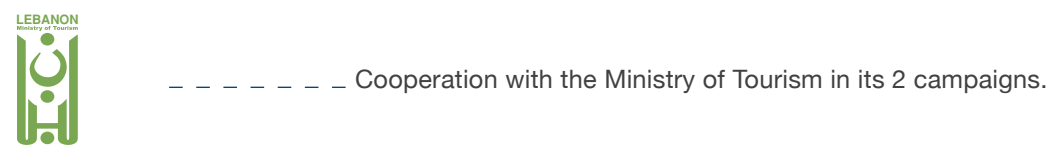
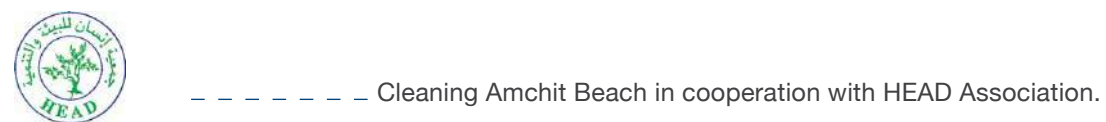
1 - Honoring the Founder of IPT, Mr. Michel Issa, at Casino du Liban, and receiving an honorary shield from the Ministry of Energy.



2 - Partnerships



3 - Social Responsibility



End of year activities and celebrations for the benefit of several NGOs.



4 - Expansion

DMCC – UAE



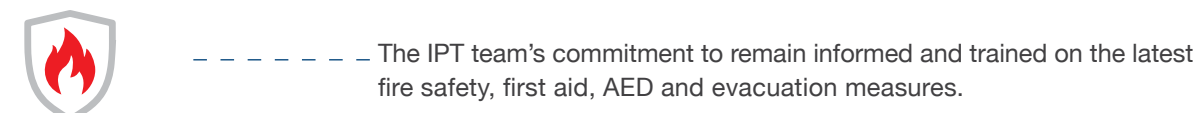
IPT Energy launched its latest innovative services in the UAE.



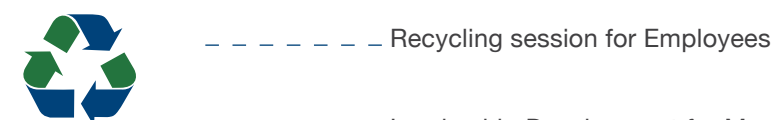
5 - Products & Services



6 - Health & Safety



7 - Training Sessions



Leadership Development for Managers





PILLAR 01

QUALITY | HEALTH | SAFETY



IPT keeps complete and accurate financial records that fairly represent the condition and results of the Company. Team members from all management levels protect the Company's property, assets, and confidential information responsibly. Financial integrity helps IPT maintain the trust and confidence built with shareholders, the government, customers, employees, and other stakeholders.

IPT QHSE Policy & CSR Policy are announced, communicated, and available on the platform and IPT website. Additionally, the QHSE Policy is available in hardcopy. The QHSE Policy was approved by IPT Chairperson, in December 2019. The Code of Ethics was approved by our CEO, in April 2017. The Code of Ethics is solely available internally. During induction, every employee is invited to read it, be aware of it, and sign acknowledgment.

At IPT, our commitment extends to cultivating a uniform and ethical environment for all participants engaged in our operations. This encompasses employees, suppliers, contractors, and all other parties with whom we interact. All company policies are uniformly applicable to all parties involved, including our QHSE Policy, CSR Policy, Code of Ethics, Compliance Questionnaire, and Supplier Code of Conduct.

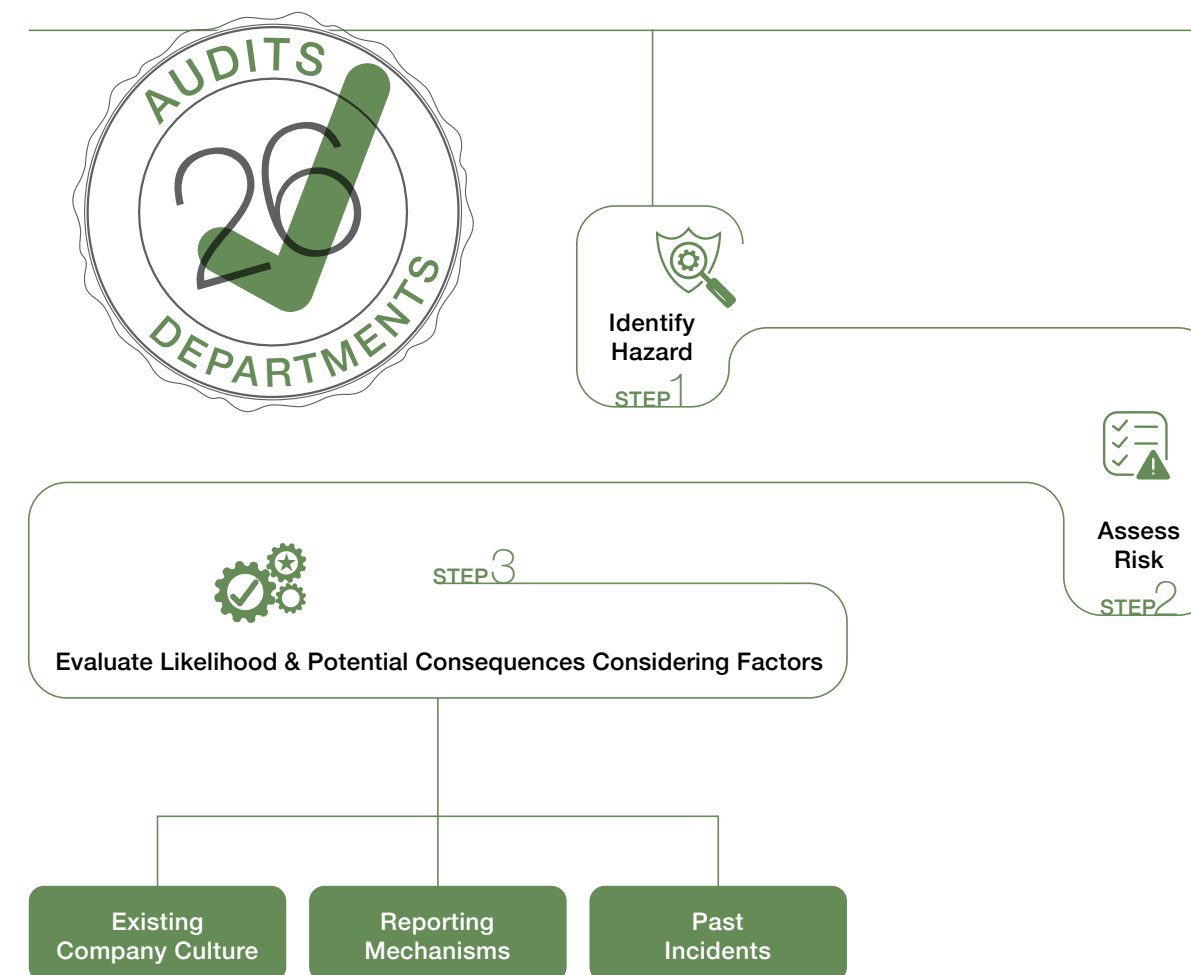
IPT is voluntarily committed to the safety and well-being of all employees as it actively implements the QHSE Policy. We adopt national and international QHSE standards, take steps to prevent fatalities, injuries, property damage, and environmental impact.

IPT prioritizes the monitoring of business, health and safety, environmental, and energy sustainability measures, while dedicating itself to stakeholder satisfaction and continuous improvement.

Additionally, IPT adheres to Decree No. 5509, issued on 11/8/1994, which outlines the general regulatory conditions for liquid petroleum derivatives complexes, transport tanks, distribution stations, and the storage and packaging of liquefied fuels (such as butane gas and propane).

Two types of audits are regularly conducted, the Health and Safety, and the Quality Management System (QMS). On-site audits and inspections are conducted on all stations, terminals, and warehouses. All audit results are analyzed for improvements.

Our governance has devised clear policies and procedures to prevent and address any form of reprisal against workers.



Moreover, implementing safe work operational processes and ERP (Emergency Response Plan), address any procedural risks. Appropriate personal protection equipment (PPE) is provided to all workers.

In this aspect, regular training and awareness sessions are organized to continuously update our staff on developing organizational health and safety (OHS) policy and assessing relevant risks. Safety hazards, related scenarios, and maneuvers are conducted throughout the year.



Our internal communications platform is used for announcements, procedures, forms and updates. A formal joint OHS committee is planned for 2024 to integrate further worker consultation.



Employee well-being is highly ranked whereby investing in comprehensive health and safety training within a multifaceted program offers essential knowledge and practical skills across crucial areas. Interactive sessions encompass:

Safety _ _ _ _ _ Foundational training is designed to instill safe work practices, enhance hazard identification skills, and introduce effective risk management strategies. These vital measures help prevent accidents and safeguard individual health.

First Aid _ _ _ _ _ Understanding essential life-saving techniques, such as AED, CPR, and basic wound care, empowers employees to assist colleagues while awaiting professional medical attention.

Emergency Maneuvers _ _ _ _ _ Practical drills and simulations equip employees with the necessary confidence and skills to respond swiftly and effectively during emergency situations, fire evacuation, or medical emergencies.

Specialized training in firefighting, disaster preparedness, and response protocols ensures that all personnel are adequately prepared to address potential threats, including fire accidents, natural disasters, and security incidents.

This broad training program demonstrates IPT's commitment to creating a safe and secure work environment, empowering our workforce to protect themselves and others.

Furthermore, and in compliance with mandatory regulations, live maneuvers for IPT and Lebanon Energy (LE) in Amchit are annually conducted under the supervision of the Civil Defense and the Lebanese Red Cross.

Committed to applying the highest standards of public safety and an effective ERP, and responding to the request of public authorities, specifically the Ministry of Public Works - Directorate General of Land and Maritime Transport, with the aim of ensuring the company's full readiness to face any emergency, we conducted a live fire drill for IPT and LE. The drill was overseen by the Civil Defense, represented by the Regional Director in the Jbeil Region, Mr. Shakib Ghanem; Head of Civil Defense - Jounieh Center, Mr. Elie El Khoury; Head of Civil Defense - Jbeil Center, Mr. Makhoul Bou Younes. Additionally, official representatives from the District Commissioner, The Red Cross, the Head of Military Intelligence - Byblos, the Commander of the Byblos Gendarmerie, and the Head of the Customs Office of IPT Amchit were present.



Health _ _ _ _ _ Otherwise, IPT provides comprehensive health benefits packages as per legal requirements where employees are automatically enrolled in the National Social Security Fund (NSSF) and, additionally, co-insured with a reputable private insurance company, ensuring coverage for hospitalization needs and medication expenses.

Further relevant health related trainings organized in 2023 included Face Faire for breast cancer awareness. Hosted at its headquarters in Amchit, the event was attended by 100 of the company's female employees. Viewing an educational video, the importance of early detection was highlighted.

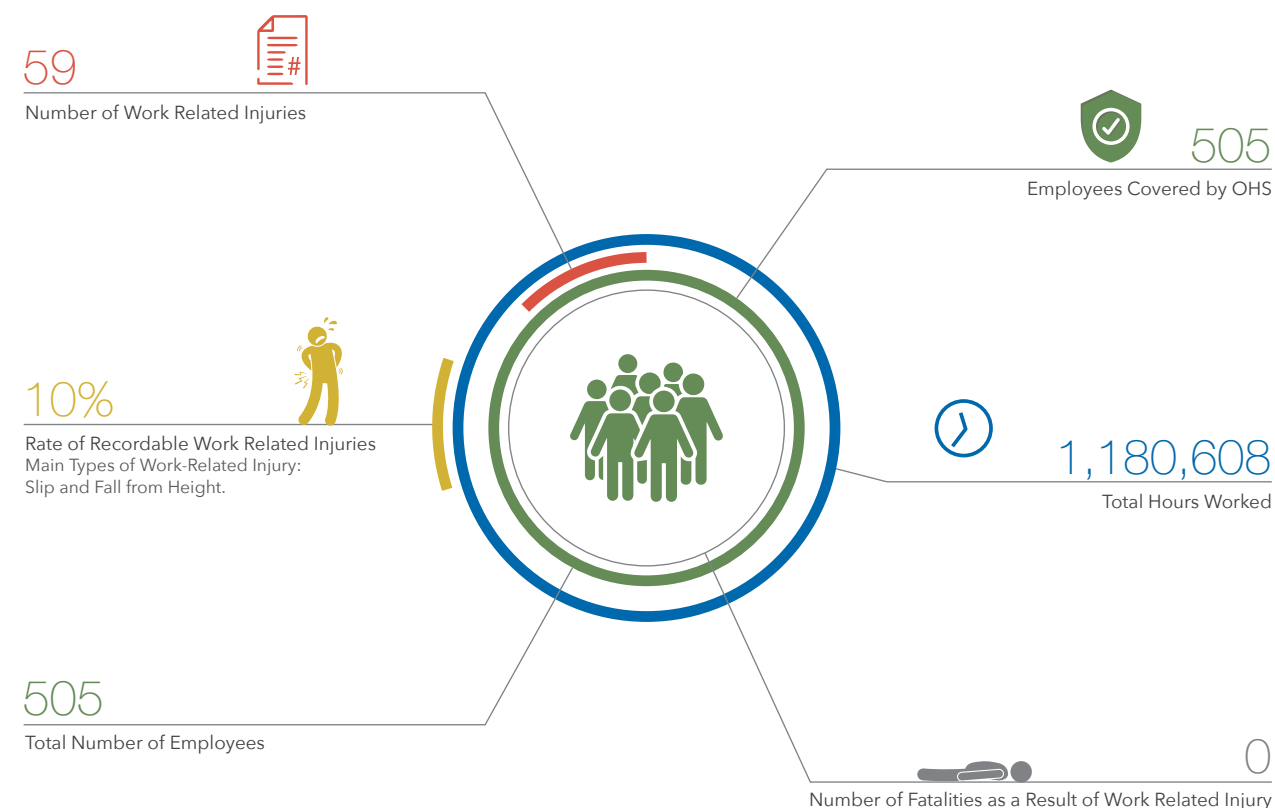


Similarly, a prostate cancer awareness seminar was organized, in collaboration with Dr. Marcel Massoud, a specialist in hematology and oncology. The session, attended by 85 male employees of the company, presented a wealth of information and the importance of early detection. Employees interacted essentially by getting responses to their inquiries.

These events also contribute to the health and safety of our employees with a direct impact on enhancing the well-being of our working community.



We regularly assess our suppliers, identifying key relationships in our business, to ensure compliance with OHS standards. Our suppliers are required to read and sign the Compliance Questionnaire, which includes Environmental, Social, and Governance (ESG) indicators.



On October 31, 2023, a worker fell from the roof of one of our stations resulting in a broken hip for which they underwent surgery and hence a medical leave of 8 weeks recovery with physical therapy and rehabilitation.

Applying the lesson learned as a consequence of this accident led to further strict enforcement of safety protocols whereby all height working is now only authorized when utilizing a full-body harness and the designated crane basket lift. Violations of this mandate will result in disciplinary action.



As part of its longstanding approach to responsible business practices, and among pioneering and innovative projects for 2023, IPT launched an extensive awareness campaign by IPTEC on promoting smart driving behaviors. This innovative project, launched in collaboration with Eng. Rana Hayek, a specialist in automotive mechanics, and under the patronage of Minister of Tourism, Eng. Walid Nassar, aimed to provide drivers with essential tips and guidance on vehicle care and maintenance for a safer driving experience.

To maximize outreach, IPT enlisted a young female mechanical engineer, a renown influencer passionate about cars, as the campaign spokesperson. Over a period of three months, the campaign disseminated advice and guidance to drivers through a series of short videos aired on national television, during news broadcasts, and across various social media channels. Each 60-second video addressed specific topics related to the campaign theme, covering areas such as car selection, choosing service centers, engine oil quality, eco-friendly driving habits, electric cars, and self-service petrol stations.

- | | |
|--------|--|
| TIP 1 | How to select a reliable and specialized workshop for maintenance? |
| TIP 2 | What are the key advice to follow before buying a car? |
| TIP 3 | How can one be an eco-driver or an economic & environmentally friendly driver? |
| TIP 4 | Why should one check car tires regularly? |
| TIP 5 | Why should one use antifreeze in our cars? |
| TIP 6 | How to benefit from self-service at IPT stations. |
| TIP 7 | How can an electric vehicle be environmentally friendly? |
| TIP 8 | Do you periodically and preventively maintain your car? |
| TIP 9 | How do you check or change the engine oil and filter of your car? |
| TIP 10 | Why should one refill gasoline at a reliable station? |



PILLAR 02

ENERGY & ENVIRONMENTAL MANAGEMENT

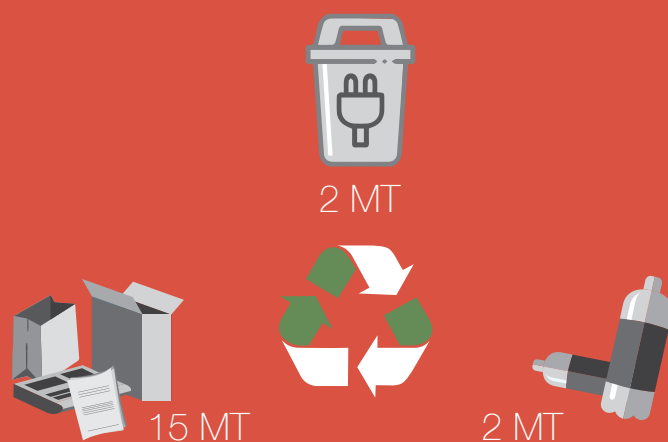


ENVIRONMENTAL SAFE GUARDING



IPT Recycles as a theme for 2023, embodied a comprehensive array of activities and projects focused on the importance of sorting at source, methods of treatment, and recycling of solid waste. The pledge entailed investment in innovative initiatives and practices that promote environmental preservation consciousness. Through these endeavors, we aim to conserve energy, preserve resources, and advance sustainability across various projects.

At the heart of our commitment lies the conviction that we are custodians of the earth, entrusted with passing on a better world to future generations. It is our collective responsibility to steward our planet responsibly. By embracing this ethos, we aspire to inspire our communities to join us in our journey toward progress, encouraging them to take proactive steps and effect positive change. Central to our communication strategy is the dissemination of sustainability tips and waste reduction strategies, aimed at inspiring others to adopt similar practices and contribute to a more sustainable future.



Internal recycling figures



Since 2022, a robust recycling procedure was established across all departments, diligently adhered to by staff members. Each office is furnished with three separate bins: blue for papers, red for plastic, and yellow for non-recyclables. Waste collection occurs twice weekly, utilizing designated bags for each category. Furthermore, the warehouse is equipped with large recycling bins to facilitate sorting. The process involves weighing plastic and paper/cardboard separately to determine the annual quantities generated. The partnership with Lebanon Waste Management (LWM), a local recycling facility, is practically beneficial in the process.

In adopting this comprehensive recycling process, IPT actively reduces the environmental impact of waste, promoting responsible waste management practices, and contributing to a future built on sustainability.

Internal recycling process





Cooperation agreement between the IPT Energy Center and the **Nature Conservation Center (NCC)** at the American University of Beirut



Aligned with the strong trust in future generations and their empowerment, IPTEC renewed cooperation with AUB-NCC, represented by Dr. Alain Daou. Together we organized a student competition, including seven other Lebanese universities, aimed to provide innovative solutions and ideas on the best ways to manage and sort waste in Lebanon. The results, announced on April 28, 2023, the International Day for Biodiversity, were presented at AUB. A total of 180 students participated, constituting 77 two-person teams competing face-to-face to address Lebanon's solid waste crisis. The projects were evaluated by 42 judges who selected eight winning teams.

This endeavor prolongs the annual theme and focuses on the importance of sorting from at source and methods of treatment and recycling of solid waste, especially plastics.



Khalas Plastic Collaboration with AFD

IPTEC and Caroline Chaptini, environmental activist and artist, supported the “**Khalas Plastic**” (stop plastic) Campaign launched by the AFD (Association Française de Développement), represented by its Regional Director, Mrs. Catherine Bonnaud.

To depict the agreement, a giant sea turtle and her offspring were fully built from plastic on Amchit beach during the month of May, in collaboration with the direct community of the region and school students of Amchit, Byblos and the neighboring coast. Different age groups contributed to the completion of the artifact, impacting environmental awareness and teaching students the importance of sorting from source and reusing plastic. The success of the project was recognized by both, the Minister of Environment, Dr. Nasser Yassin, and the Minister of Tourism, Engineer Walid Nassar, during the closing ceremony held on June 3. The proceeds were donated to Kids First and Chance – non-governmental organizations that cater to children with cancer.





Partnerships for Environment Safe-Guarding

IPT employees attended a conference hosting environmental activist and waste management expert, Mr. Ziad Abi Chaker, Founder of Cedar Environmental LLC.

For over 20 years, Engineer Abi Chaker has lived and worked according to the philosophy that waste is a resource, not just a burden. In a country undergoing an environmental crisis, he proposed innovative solutions with the aim of turning waste into sustainable materials. His deep experience has led him to become a prominent advocate for sustainability, both locally and globally.

On August 10, 2023, the talk proved to be an invaluable platform for attendees, providing insights and in-depth knowledge on sustainability. Mr. Abi Chaker's extensive knowledge, coupled with his innovative mindset has served as a catalyst to generate new ideas, inspiring our internal stakeholders to push the boundaries of sustainability inside and outside IPT.



On this occasion, IPT's Sustainability Unit launched an internal competition to encourage recycling practices and foster collaboration leading to the participation in the ECOSERV initiative to recycle electronic waste.

The recycling competition, first of its kind at the headquarters in Amchit, was organized over a period of 6 weeks. IPT employees worked in a fury amongst teams, collecting approximately 14 tons of combined, electronic waste, plastic, paper and cardboard in an enthusiastic and friendly competitive atmosphere revealing a sense of environmental responsibility, perfectly matched with IPT's firm commitment to the SDGs, and highlight its dedication to achieving environmental standards.

To crown the efforts of the 230 colleagues who teamed up for the title of Environmental Champions, a remarkable event was held on November 9, in the presence of the Minister of Environment, Dr. Nasser Yassin, who expressed personal support for the initiative, stating, "This initiative is a sign of the positive change that companies like IPT can bring to our environment, considering that IPT can serve as a model to private sector companies." In his speech, IPT Chairperson, Mr. Zakhia Issa, acclaimed Minister Yassin for his patronage and presence and promised more similar activities that emphasize the social and environmental role of IPT.



WATER USAGE EFFICIENCY

IPT recognizes the critical importance of water as a shared resource and remains steadfast in its dedication to responsible water management practices. Through proactive engagement in initiatives aimed at minimizing its impact on water resources, the company implements measures to bolster water efficiency and reduce consumption across its operations. A notable testament of IPT's commitment to sustainable water management is evident at one of its gas stations, where innovative water conservation solutions have been deployed.

The station integrates sewage systems designed to channel water through a hydrocarbon and oil separator, ensuring effective filtration. Additionally, advanced wastewater treatment measures achieve zero toxic discharge, utilizing rainwater collection and treatment processes. Through these initiatives, IPT actively strives to diminish its environmental footprint and contribute to the broader goal of **sustainable water stewardship** in the regions it serves.

In estimating and reporting water usage, IPT employs a comprehensive approach tailored to its diverse operational contexts. At the gas stations, water consumption is gauged by determining the number of car washes—both conventional and laser washes. This estimation method involves multiplying the average number of car washes by standardized water consumption values, derived from counters, set at 100 liters per car for regular washes and 300 liters per car for laser washes. This approach ensures a reasonably accurate approximation of water usage at the station level.

Meanwhile, at the headquarters, water consumption is tracked by monitoring the procurement of water cisterns throughout 2023 and calculating the volume for each order. This meticulous calculation methodology provides valuable insight into water usage at the headquarters, reflecting IPT's commitment to transparently disclosing and managing water consumption across its diverse operational facets.

19,106,900 liters
Stations consumption



1,415,000 liters
Headquarters consumption



SPILLOVER TO ENGAGE COMMUNITY

Weighing the efficiency of our recycling practice and eager to engage our community in similar stewardship, we opted to offer the concept for public use at one of our innovative stations, IPT Dekwaneh, a key station in Beirut, hosting a drive-throw concept. Partnering with **Lebanon Waste Management (LWM)**, allowed the launch and successful implementation of an innovative approach where customers bring their sorted recyclables, weigh them, and receive payment based on the type and weight of materials.

Drive Throw, an original idea launched by Pierre Baaklini, allows citizens a practical solution to recycle waste without leaving their car. Waste is weighed and is either reimbursed in cash, or donated to children's cancer institutions, as willed by customers.

IPT projected this pioneer project of "Turn your trash into cash" with LWM and aspires to develop it. The incentive of community awareness and integration, innovator of solidarity and partnership between the public and private sectors, as well as a steady, positive and continuous cooperation as announced by the Minister of Environment during the inaugural ceremony of the initiative.

The endeavor aims at serving the community and the environment. To date, 2000 students have visited LWM premises and been inducted to the process.

This concept has proven successful, resulting in the recycling of approximately 234 MT of various materials for 2023.

The recycling process at LWM encompasses several key steps:

- — Collection and Sorting
- — Cleaning and Preparation
- — Shredding or Melting
- — Forming Raw Materials
- — Quality Control
- — Export



Pursuing this partnership and to propel awareness, The Recycling School Bus was unveiled at the National Library under the auspices of the Ministries of Environment, Culture, and Industry. The bus, symbolically dating from 1975 (a significant period marking Lebanon's civil war), was ingeniously transformed into a mobile venue for receiving and sorting recyclable waste. It embarked on a journey to schools across Lebanon, serving as a catalyst for raising awareness and facilitating the collection of recyclables.

A third instance of collaboration with the LWM involved the operation of the sorting center of the Municipality of Byblos. This initiative ensures the center's continued pivotal role in receiving, packaging, and responsibly disposing of sorted recyclable materials sourced from the community. Packing and disposing these in accordance with scientific and environmental principles and standards.





DRIVING SUSTAINABLE MOBILITY FORWARD



In a strategic move towards advancing environmental sustainability, Phoenix Energy and IPT proudly announce the launch of “ev zone” – an extensive electric vehicle charging network spanning Lebanon. This initiative underscores our shared commitment to fostering eco-conscious transportation solutions and reducing carbon footprint across the nation.

Hosted at the prestigious Phoenicia Hotel in Beirut, the launch event, themed “Recharge anywhere as our energy won’t fail you,” attracted a diverse audience including political leaders, industry experts, media representatives, and key stakeholders from both Phoenix Energy and IPT.

“ev zone” is designed to promote the adoption of electric vehicles and cleaner energy alternatives, aligning with global advancements in sustainable transportation. This initiative addresses both the need for eco-friendly mobility solutions and the challenges posed by Lebanon’s recent fuel crisis and rising fuel costs.

“ev zone” signifies Lebanon’s pioneering smart electric vehicle charging grid, a testament to our commitment to clean energy uptake and environmental stewardship. Through this pilot partnership, we aim to significantly reduce carbon emissions and pollution while promoting the transition towards sustainable transportation practices.

Dr. Toni Issa, President of IPTEC, highlighted our collaborative efforts with Phoenix Energy in positioning Lebanon as a frontrunner in electric vehicle infrastructure. IPT’s strategic intent to embrace renewable energy sources, in line with UN resolutions on energy conservation, underscores our proactive approach towards sustainable energy transformation.

MP Nehmat Frem praised the groundbreaking partnership between Phoenix Energy and IPT, emphasizing the importance of turning challenges into opportunities for success. Together, we aspire to establish the largest charging network in Lebanon, fostering widespread adoption of electric vehicles to preserve Lebanon’s natural environment for future generations.

Engineer Rabih Osta, General Manager of Phoenix, outlined plans for comprehensive coverage of charging stations across Lebanon. He assured attendees that charging costs would be aligned with electricity prices, offering a cost-effective alternative to traditional fuel consumption.

As leaders in sustainable mobility solutions, Phoenix Energy and IPT are committed to driving positive change and shaping a greener future for Lebanon. Through collaboration, innovation, and community engagement, we are paving the way for a more sustainable and prosperous tomorrow.

evZONE
charge everywhere



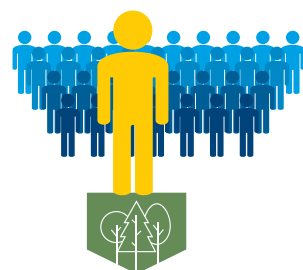
RENEWABLE ENERGY

At IPT stations, our commitment to sustainability is exemplified by our significant investment in solar energy. Currently, 35% of our stations are working under solar power, with a total of 1,197 solar panels installed. This green initiative has resulted in an impressive solar production of 295,253.667 kWh. By leveraging renewable energy sources, we actively reduce our carbon footprint and promote a cleaner, more sustainable future as can be noted in the calculations of emissions avoided.





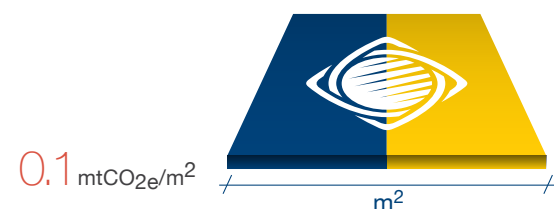
GHG EMISSION



8.3 mtCO₂e/employee

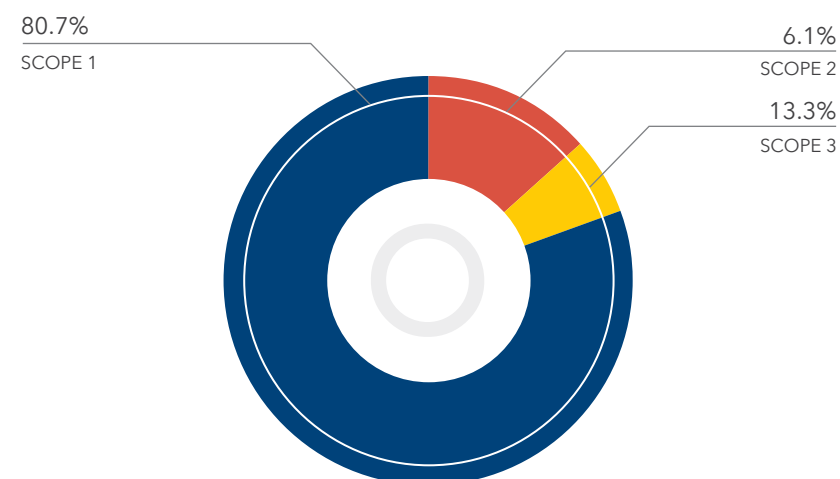
IPT Group engaged with V4 Advisors to calculate and report the greenhouse gas emissions from its facilities in the UAE and Lebanon. Leveraging V4 Advisors' GHG Protocol Mark certified tool/platform to audit IPT Group emissions reinforces IPT's commitment to transparency and environmental accountability.

In 2023, IPT Group GHG audit report combined data from 12 months, from January 1 until December 31. This report accounts for the GHG emissions from all facilities in Lebanon and UAE required to maintain our services and operations. The total GHG emissions were equivalent to 8.3 mtCO₂e/employee and 0.1 mtCO₂e/m².



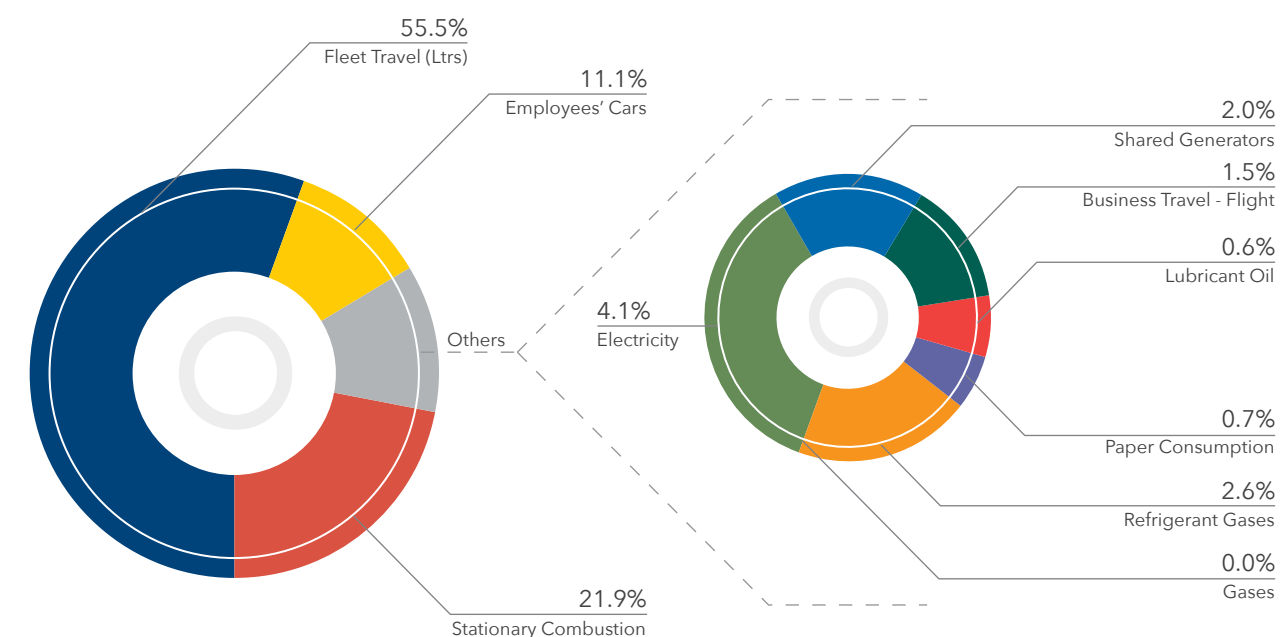
For the reporting period, Scope 1 was the main contributor to the total GHG emissions, accounting for 80.7%, while Scope 2 and Scope 3 accounted for 6.1% and 13.3% of the total GHG emissions, respectively.

Scope Contributions

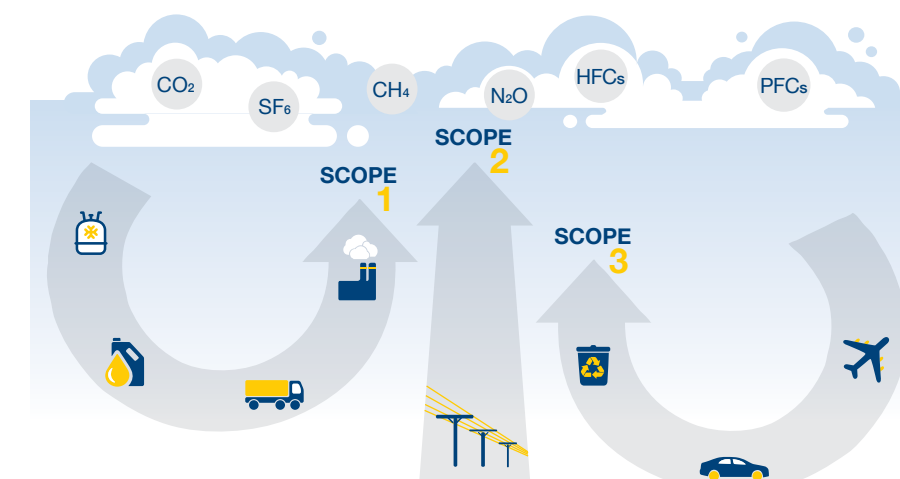


Fleet travel and stationary combustion were the main contributors with 55.5% and 21.9% of the total GHG emissions, respectively. Employees' cars, electricity, and shared generators accounted for 11.1%, 4.1%, and 2.0%, correspondingly, while all other sources accounted for only 5.4% of the total emitted GHG emissions.

Source Contributions



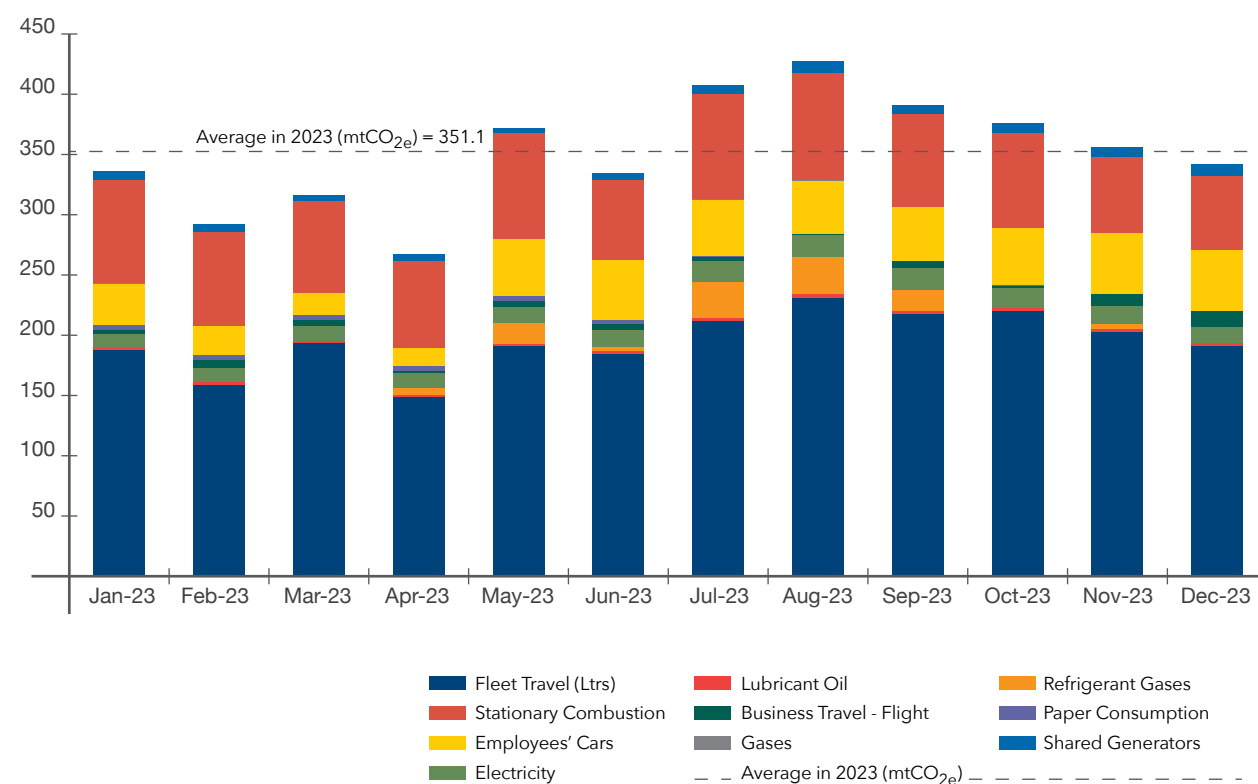
Requirements of the GHG Protocol





Monthly Variation of GHG Emission of IPT Group per Source

The monthly GHG emissions were subject to fluctuations due to changes in operational demands and environmental conditions. IPT Group had an average monthly GHG emissions of 351.1 mtCO_{2e} in 2023, with the lowest amount of 267.0 mtCO_{2e} occurring in April and the highest amount of 426.8 mtCO_{2e} occurring in August. The monthly variation of GHG emissions per source is illustrated in the below figure. Fleet travel was the main source of GHG emissions over the year with a maximum contribution in August with 231.0 mtCO_{2e} and a minimum contribution in April with 148.5 mtCO_{2e}.



Jan-23 Feb-23 Mar-23 Apr-23 May-23 Jun-23 Jul-23 Aug-23 Sep-23 Oct-23 Nov-23 Dec-23 TOTAL

SCOPE 1. Direct emissions from backup power production and car fleet (mtCO_{2e})

Fleet Travel (Ltrs)	187.9	159.0	193.1	148.5	190.8	184.6	211.4	231.0	217.3	220.4	202.5	191.2	2,337.7
Gases	0.1	0.0	0.2	0.1	0.0	0.0	0.1	0.1	0.1	0.0	0.0		0.6
Lubricant Oil	2.4	1.8	2.4	1.7	2.3	2.1	3.0	2.6	2.9	2.2	2.5	2.2	28.1
Refrigerant Gases				6.5	16.7	3.9	29.7	31.0	16.7		3.9		108.4
Stationary Combustion	86.1	78.1	76.2	72.7	88.0	66.7	87.1	88.1	77.0	79.1	63.6	61.5	924.2
Total Scope 1	276.5	238.8	271.9	229.4	297.8	257.2	331.3	352.7	314.0	301.7	272.6	254.9	3,398.9

SCOPE 2. Indirect emission from purchased power (mtCO_{2e})

Electricity	10.7	12.0	12.1	11.6	13.2	13.8	17.1	17.9	18.5	16.1	15.6	13.3	171.9
Shared Generators	7.4	5.9	4.9	5.2	4.5	5.4	6.9	10.1	8.2	8.0	8.1	9.9	84.4
Total Scope 2	18.2	17.9	17.0	16.9	17.7	19.2	24.0	28.0	26.6	24.1	23.6	23.2	256.4

SCOPE 3. Selected indirect emissions (mtCO_{2e})

Business Travel - Flight	3.0	6.5	5.3	2.4	5.4	4.5	4.1	1.1	5.8	2.0	9.4	13.5	63.1
Employees' Cars	34.6	24.2	17.7	14.2	46.5	49.3	47.2	44.8	44.1	47.5	49.9	49.8	469.8
Paper Consumption	4.0	4.0	4.1	4.1	4.1	4.0	0.2	0.2	0.2	0.2	0.2	0.2	25.5
Total Scope 3	41.6	34.8	27.0	20.8	56.0	57.8	51.6	46.1	50.1	49.7	59.5	63.5	558.4
Monthly GHG emissions (mtCO_{2e})	336.3	291.5	315.9	267.0	371.5	334.2	406.9	426.8	390.7	375.6	355.7	341.6	4,213.7
Total GHG emissions emitted in 2023 from IPT Group (mtCO_{2e})													4,213.7

Total GHG Emission Avoided

IPT group generated electricity from renewable energy accounting for a total of 198.8 mtCO_{2e} avoided. Accounting for the total GHG emissions emitted from the production of power, IPT avoided emitting 17.4% of GHG emissions.

Jan-23 Feb-23 Mar-23 Apr-23 May-23 Jun-23 Jul-23 Aug-23 Sep-23 Oct-23 Nov-23 Dec-23 TOTAL

Avoided GHG													
Electricity	7.7	7.0	8.8	9.6	13.4	19.3	23.2	20.3	27.8	20.7	18.4	22.7	198.8
Avoided GHG													
Waste	0.4	0.5	0.4	0.6	0.8	1.5	0.8	1.4	33.0	1.7	3.0	5.0	49.1
Total avoided GHG (mtCO_{2e})													247.9



PILLAR 03

ENRICH LOCAL COMMUNITY

85,540
Beneficiaries126,500
USD

IPT is ardent to making significant indirect contributions with economic impact by prioritizing community welfare and education through various events and sponsorships and extending partnerships. Listed below are some relevant infrastructure investments which are further analyzed in appropriate sections of this report.

Recycling for Art

Collaborating with Artist Caroline Chaptini, for a unique environmental impact that engaged over 2000 students from various schools over a two-month period.

Annual Beach Cleaning Day

Promoting environmental stewardship community effort with relevant NGO.

Recycling School Bus

Sponsoring LWM in its innovative school bus initiative. This three-year project supports environmental education.

Maritime Rescue Center in Amchit

Collaborating with MIF and the Civil Defense to establish and equip a center ensuring the safety of marine navigation, address fire incidents, and provide prompt assistance to beach visitors.

Microcredit Support with VITAS

Partnering with Vitas, a microcredit provider for small businesses, covering the expenses and loan fees for 80 beneficiaries. This annual project aims to empower entrepreneurs and foster economic growth in the community.

IBDAA Event at AUB-NCC

Sponsoring the annual IBDAA event at AUB-NCC, where students from seven universities launch innovative environmental solutions under a sustainable theme. This initiative supports the development of eco-friendly solutions and promotes sustainability in higher education.

FABRIANO Drawing Competition

Sponsoring the yearly Fabriano drawing competition between schools, encouraging students to create artwork related to environmental themes, fostering creativity and environmental awareness.

WRO Competition (World Robot Olympiad)

Fostering innovation and educational development through its annual sponsorship of the World Robot Olympiad (WRO) robotics competition. A platform designed to cultivate creativity, problem-solving skills among participants, contributing to the advancement of STEM, and empowering the next generation.

Annual Mother's Day Activation

Honoring Mothers at IPT Stations.



A VARIETY OF COMMUNITY ACTIVITIES

Following the Ministry of Tourism's Summer 2022 campaign, encouraging expats to visit Lebanon, a second campaign, highlighting the country's winter benefits was launched in continued cooperation with IPT. H.E. Walid Nassar, Minister of Tourism, personally thanked IPT for its commitment to promoting tourism and socio-economic welfare.

Throughout the changing seasons of the year, and synchronized with internationally recognized festivities and observance days, IPT consistently prioritizes its local, particularly rural community, seizing every chance to support its growth and progress.

To achieve this, a diverse range of community development initiatives is carefully scheduled across the year, leveraging strong partnerships and ensuring their sustained impact. Engaging employees to embody the company's culture is a deliberate focus.

Empowering Communities: A Testament to Collaboration

The Maritime Rescue Unit Center for Civil Defense, the newest addition to Amchit's landscape, a state-of-the-art facility, stands as a beacon of collaboration between governmental bodies and private enterprises, showcasing the power of Public-Private Partnerships (PPPs) in serving local communities. As we embarked on this journey of collaboration and innovation, we united our efforts to build a safer, more prosperous future for Amchit and beyond. Acknowledging that together we can overcome challenges and create a lasting impact for generations to come.

The inauguration ceremony, witnessed by esteemed government officials, public sector leaders, and community representatives, marked a significant milestone for Amchit. The event underscored the facility's vital role in enhancing safety measures along the coast and its surroundings.



Expressions of gratitude were extended to all stakeholders who contributed to the realization of this endeavor. Notably, Mr. Rouhana, Vice Chairperson of IPT, highlighted the proactive role of the MIF in fostering initiatives that benefit society at large. Dr. Toni Issa, representing the Foundation, elucidated the center's mission and objectives. Designed to facilitate rapid response to maritime emergencies, the center aims to safeguard lives and mitigate risks associated with accidents in the bustling Jbeil beach area. Further endorsement was mentioned by Brigadier General Khattar, Director General of Civil Defense, who emphasized the indispensable support rendered by MIF in equipping the center with essential resources. This collaboration ensures readiness for prompt intervention during emergencies, reinforcing the region's resilience and public confidence. Minister Nassar reiterated the government's commitment to facilitating initiatives that promote socio-economic development across Lebanon. Recognizing the success of PPP models, he emphasized the center's potential to drive tourism and economic growth in the region.

Minister Mawlawi shared insights into the historical significance of Amchit, emphasizing its rich cultural heritage and enduring spirit of coexistence. He affirmed the Ministry's dedication to upholding principles of justice and security, underscoring the importance of initiatives like the Maritime Rescue Unit Center in fostering local prosperity and stability.





IPT Honors Students from the Faculty of Engineering at the Holy Spirit University of Kaslik (USEK)

Empowering future generations and innovative practices through academia is at the heart of IPT's sustainability. As such Yana Choucair, Muriel Suleiman and Manuel Manuelian, were congratulated for their hard work and outstanding achievement in their recent project on "Designing the IPT Headquarters in Zouk Mosbeh". These three students were selected by the Faculty of Engineering at USEK due to the exceptional engineering ideas and designs they submitted for this project.

A special ceremony, honoring the students, was held at IPT HQ in Amchit, and was attended by Dr. Toni Issa, the Dean of the Faculty of Engineering, Mr. Dhafer Suleiman, the three winning students, their professors and IPT administrators.

Dr. Issa congratulated the students for their outstanding work and expressed his interest and pride in this project. He also conveyed IPT's desire to continue scientific cooperation with the University. Mr. Suleiman expressed his appreciation to IPT for welcoming and honoring the students. He noted that USEK looks forward to working and collaborating with IPT in the future for the benefit of the University and its students while highlighting the engineering profession in Lebanon.



IPTEC Announces New Theme as Part of Fabriano 2022-2023 Drawing Competition

Aiming to raise awareness among Lebanon's future generations, and to highlight the momentous topic of oil and gas exploration and extraction and offering students an opportunity to imagine their future post-exploration, IPTEC launched the new topic of the school year painting competition organized by Fabriano, under the title "Imagine the Lebanon of tomorrow, after the discovery and extraction of gas and oil!"

For IPTEC, this collaboration with Fabriano is a relevant component of its social responsibility and a continuation of the joint and constructive collaboration that began back in 2014. This competition, which involves more than 100,000 students from 500 schools across Lebanon, highlights students' level of awareness, strengthens their self-confidence, motivates them to make a difference in the world and society, and allows them to express their fears, concerns and hopes through art.

The Fabriano painting exhibition, displayed at the International Centre for the Human Sciences (CISH) – UNESCO, was under the patronage of the Minister of Education and Higher Education, Dr. Abbas Al-Halabi, and was attended by the Director of the Cabinet of the Minister of Education and Higher Education, Ms. Ramza Jaber, by the Director of CISH, Dr. Darina Saliba Abi Chedid, the Director of Fabriano, Mr. Jean-Claude Nahas, the President of IPTEC, Dr. Toni Issa, and the participating students and their parents.





IPT and MIF Jointly Sponsored the 2023 Amchit Summer Festival Held in June

The festival opening witnessed a folk dance performance by the Amchit Dance Troupe, followed by a variety of other artistic performances, including belly dance, Lebanese dabke, and a musical performance by the Amchit Philharmonic Orchestra.

The festival hosted a wide range of food and beverage kiosks, in addition to artisans that showcased artistic and craft products. Visitors had the opportunity to sample Lebanese cuisine and purchase a variety of antiques and souvenirs, including jewelry, paintings, and pottery. The festival's success was obvious, as it attracted thousands who flocked to it over three days, creating a fun opportunity for people to meet, be entertained, and enjoy its diverse atmosphere.

Within the same framework of rural community development, infrastructure embellishments, and strengthening partnerships with local institutions and public authorities, IPT and MIF jointly collaborated on the "Lighting the Corniche" initiative launched by the Municipality. The President Michel Suleiman Boulevard in Amchit was illuminated with environmentally friendly lights (80 solar panels), enhancing tourism and local development at the onset of the summer season.



World Robot Olympiad at the Holy Spirit University of Kaslik

Following the partnership of IPT and the Lebanese Strong Mind Association in the World Robot Olympiad (WRO) and the competition which took place on August 7, 2022 and in honor of the 3 Lebanese students and their coach from St. Joseph School - Kornet Chahwan, who won seventh place in Dortmund, Germany, IPT organized a ceremony to honor the winners on December 16, 2022.

The ceremony, held in the presence of Ms. Jenny Chemaly, Official Representative of WRO in Lebanon, Mr. Wissam Zaarour, Mayor of Byblos, and Dr. Toni Issa, President of IPTEC, stressed the importance of this competition in the educational system in Lebanon at challenging times.

Ms. Chemaly elaborated on the students' successes and Mr. Michel Germani, the trainer, explained the details of this competition that took place in Germany.

The winners were commended for their dedication and commitment to excellence, as well as inspiring

a new generation of young minds, encouraging them to embrace science and technology as a means to a better and brighter future for all. Thanks to this team, Lebanon ranked seventh in the world and first in the Arab world in the senior category "RoboMission".

The current edition of the WRO competition was held on July 22 and 23, 2023 at USEK in the presence of Mr. Imad Al-Ashkar, Director General of the Ministry of Education and Higher Education in Lebanon, Mr. Joan Hobeish, President of the Federation of Keserwan Municipalities – Fotouh, Prof. Joseph Asaad, Dean of the Faculty of Engineering at USEK, Ms. Chemaly, National Representative of WRO, Mr. Julien Loag, Director of Research and Development at LIVV LLC and Dr. Toni Issa, President of IPTEC, along with all participants and their families. As the winning teams move on to the international part of the competition, they now have a great opportunity to represent Lebanon in Panama.



Gray Mackenzie and IPT Launch Sustainable Partnership to Advance National Economy.

The objectives and strategy of both entities converged to provide the best service to the Lebanese community, contributing to promoting growth, and stimulating the economy.

This partnership entailed the opening of Grab'n Go stores at selected stations, the establishment of a network of electric vehicle charging centers in Spinneys branches, the provision of self-service filling of IPT stations through Grab'n Go stores, in addition to providing IPT prepaid cards within the Spinneys loyalty program.

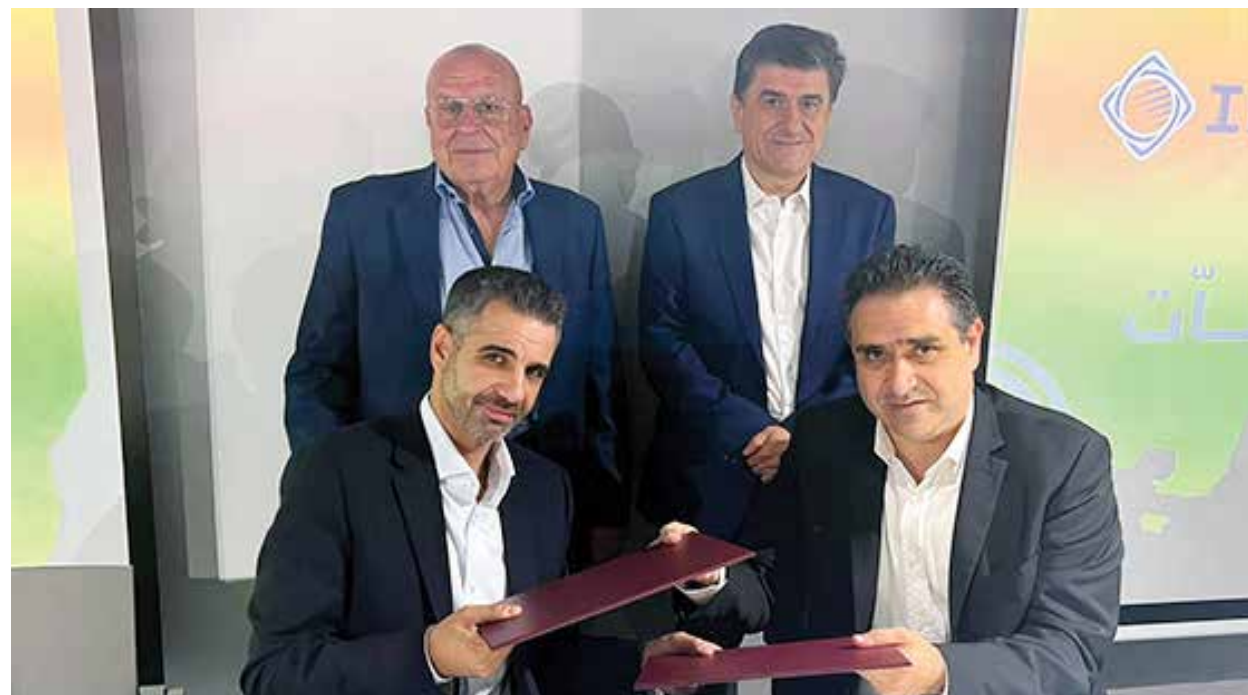
A special inaugural ceremony was held at IPT Headquarters during which both companies showcased their achievements as highlighted in recent projects related to sustainability, social responsibility and the interest of consumers and costumers.

Hassan Ezzedine, Chairperson of Gray Mackenzie Retail, said: "Our alliance with IPT is based upon common values and goals coupled with a shared vision for sustainable economic growth for Lebanon. Our goal is to raise both our sectors to optimum levels, and to meet the needs of the Lebanese community for the advancement

of a developed Lebanon. Our partnership is stations of hope, sustainability and the dream of an economically and socially prosperous Lebanon."

Dr. Toni Issa, Executive Chairperson of Issa Group, welcomed the partnership, saying: "We are proud to collaborate with Gray Mackenzie, our meeting today is the first step towards a sustainable partnership, for a positive impact on the sectors in which we operate, reverberating effectively in benefit to the Lebanese consumer. This partnership is an affirmation of the shared values that unite the two companies, as well as a reflection of the shared belief in the capabilities of the private sector through similar individual initiatives to advance the Lebanese economy and turn challenges into opportunities."

Both, the Gray Mackenzie Retail Group and IPT, believe in the importance of partnerships within the private sector, in addition to the effectiveness of social responsibility initiatives, coupled with green initiatives to spread awareness about best practices to preserve the environment, and incessantly adopting campaigns, in support of individuals and organizations, as part of their humanitarian journey.



Under the Patronage and Presence of the Minister of Environment, Dr. Nasser Yassin, the Ministry of Environment, in Cooperation with the Hanns Seidel Foundation, Organized a Workshop Entitled: "The State of Collapse: An Opportunity for the Circular Economy" in July 2023.

The workshop focused on the methodology of taking advantage of Lebanon's current collapse and render it into an opportunity for circular economy, especially in the matter of waste sorting and recycling. This system aims to eliminate waste and continuous use of any resource. A circular economy, which is more sustainable than others, relies on reuse, sharing, repair and recycling to create a closed-loop economic format.

The workshop sessions, personally attended by the Minister, the Ministry's team, delegates, and advisors from the Ministries of Industry and of Economy, environmental engineers, financial researchers, environmental activists, general managers of private sector factories concerned with waste sorting and recycling system, and others from outside the sector who implement a waste sorting policy, such as IPT in the oil and gas sector.

Mr. Rizkallah Rizk, IPT Governance Manager, represented the company and explained to the attendees how this process was initiated at IPT, listing environmental activities and achievements. The company's commitment to its vision, mission, corporate social responsibility policy, and the Business Principles of the UNGC with the Sustainable Development Goals, noting that IPT has been an active participant since 2018. The workshop concluded with recommendations submitted to the Minister of Environment and other relevant ministries.



#FuelYourWeekend Events

IPT launched a series of exciting journeys to uncover Lebanon's hidden natural treasures.

The inaugural voyage, led by Vespa riders, led participants on a journey to the stunning Bala'a Gorge after a stimulating encounter at IPT Dekwaneh. The adventure continued throughout August as SSCC Batroun's Scouts of Lebanon embarked on a summer camp adventure from the IPT Barbara Station. The Lebanese Wrangler Club started a weekend trip to Mount Sannine from IPT Dekwaneh featuring live music and a delicious breakfast. Another adventure included teaming up with 20 cyclists for a trip to The Cedars from our station in Amchit. Continuing this adventure, the Wrangler Club organized a camping trip to the picturesque Niha-Tannourine area where the meeting point was IPT Station 77, setting the tone of the trip with music and delicious food. This campaign concluded with the gathering of 100 Vespa drivers to eagerly start their journey from IPT Amchit 469 Station heading towards Our Lady of Nouria, Hamat.

These experiences contributed to the "Fuel Your Weekend" campaign, showcasing IPT's dynamic role in promoting the discovery of Lebanon's natural treasures and the development of local tourism nationwide.



Christmas 2023

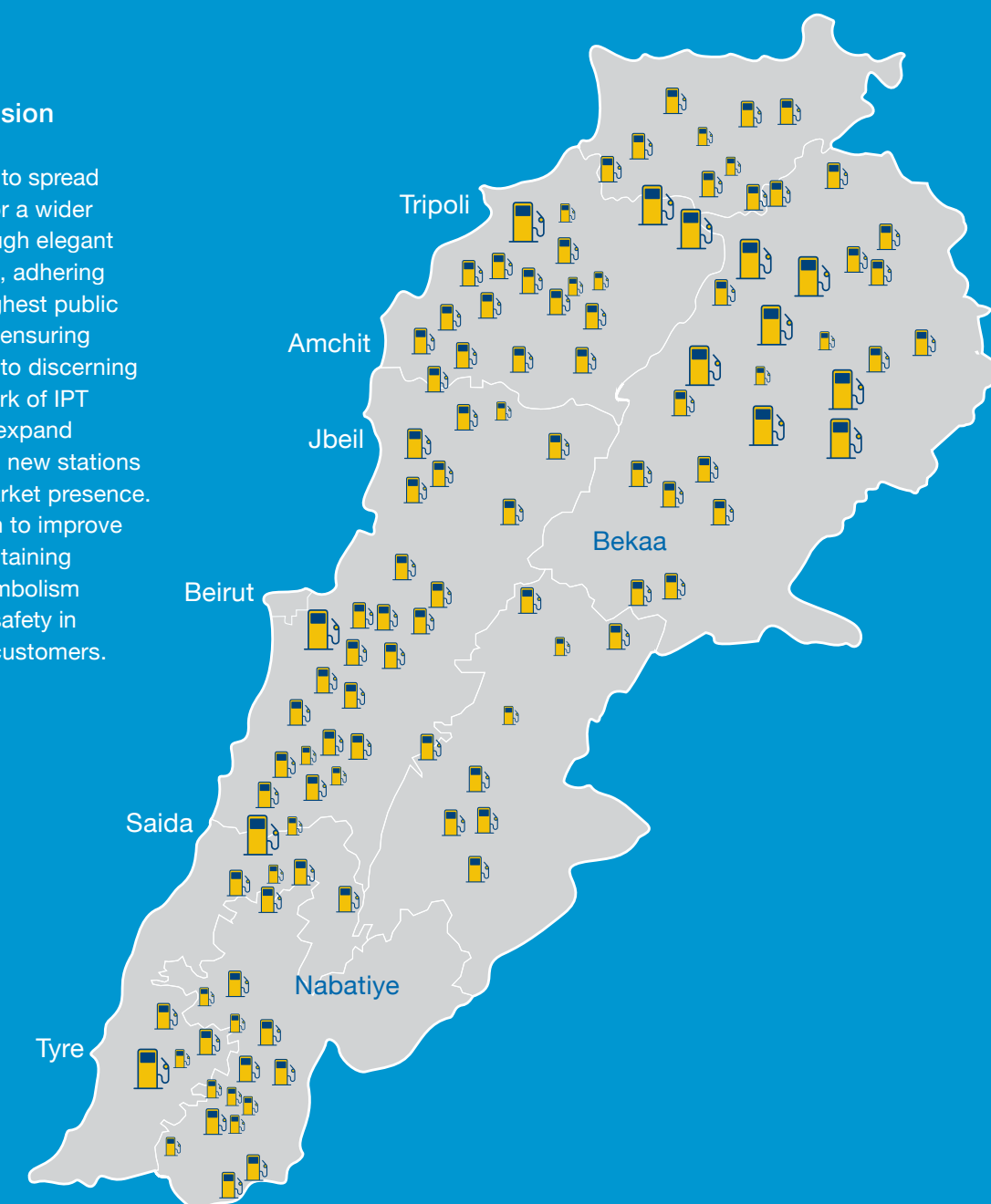
In the spirit of its CSR Strategy, IPT embraced the festive season with heartwarming initiatives. The team dedicated time at Beit Rafqa, an elderly retirement home, offering smiles to the faces of aging residents through meaningful interactions. Recognizing the value of Christmastime, IPT aimed to spread cheer during December, focusing on those spending the holidays alone. In a heartwarming celebration, IPT shared traditional Christmas moments with the elderly, complete with Santa Claus delivering gifts, caroling, and dancing.

IPT further continued its Christmas celebrations by visiting the orphanage, SOS Children, intending to render the season brighter for the children by fulfilling their Christmas wish lists. Santa Claus made a special appearance, distributing gifts and filling the atmosphere with joyful Christmas carols. This initiative aimed more than providing gifts but rather to spread Holidays warmth and offer the children genuine smiles.



IPT Stations: Continuous Expansion

IPT network continues to spread throughout Lebanon for a wider market presence through elegant and attractive stations, adhering to the strictest and highest public safety standards, and ensuring the finest oil products to discerning customers. The network of IPT stations continued to expand with the opening of 15 new stations in 2023 for a wider market presence. Continuous renovation to improve existing stations, maintaining excellence and the symbolism of trust, comfort, and safety in the perspective of its customers.



Enhancing Self-Service Efficiency in IPT Stations, Providing Savings to End-Users

To meet the varying needs of our customers, with high consideration of GenZ requirements, our advanced self-service system provides a convenient and efficient fueling experience, enabling our clients to control their fueling. We encourage our valued consumers to embrace the future of refueling at IPT self-service stations, saving valuable time, as well as benefiting from a discount on petrol rates.

IPT self-service provides any driver with their needs from refueling, checking water level, and clean windshield for a safe drive. All the user needs is to follow the safety regulations: turn off the engine, avoid smoking, or using mobile phones, and follow clearly labeled simple instructions. IPT thus distinguishes itself by providing innovative and pioneering services to make every journey profitable and comfortable.

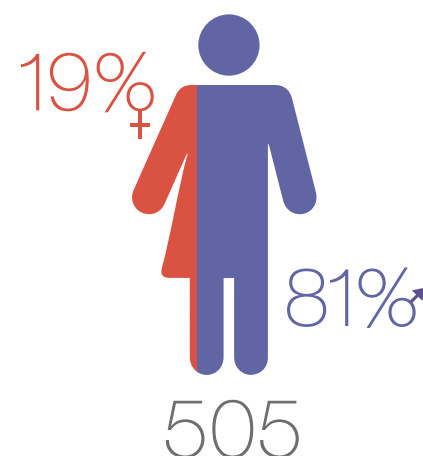


PILLAR 04

HUMAN CAPITAL EXCELLENCE



EMPLOYEES



IPT Administration recently embarked on a comprehensive benchmarking exercise to ensure our remuneration and salary adjustment strategies remain competitive and aligned with the industry standards especially considering the recent currency fluctuations and the economic crisis. This benchmarking initiative involved an in-depth analysis of compensation packages and salary structures across similar industries and sectors. Utilizing both quantitative and qualitative data, we assessed numerous factors including market trends, job roles, employee skillsets, and organizational performance. Based on the outcomes of this benchmarking endeavor, we are committed to providing fair and competitive compensation packages to all employees. We firmly believe that acknowledging qualitative contributions alongside quantitative metrics is crucial for fostering a supportive and rewarding work environment. The annual compensation ratio is thus fairly accounted at 1.53.

Noteworthy, our compensation ratios are based on basic salary and female/male compensation ratios are equal for our operations in Lebanon since remunerations are position and meritocracy based irrelevant of gender. Whereas at our operations in the UAE, 60 female/40 male, as drivers and operators, who receive lower salaries, are exclusively male in our operations in the UAE. IPT does not have any part-time employees.

IPT benefits to staff



IPT is committed to equality of opportunity in all aspects of its work and values the rich social and cultural diversity of its workforce. Child labor can limit or damage the physical, mental, social or psychological development of children and undermine a child's right to childhood, development and education. As a result, IPT ensures that children below the legal minimum age are not employed in any company within the Group.

As part of its commitment to creating strong business growth, enriching the communities where it exists, and for the purpose of protecting its reputation, IPT does not use or support the use of forced, bonded or compulsory labor. IPT respects and supports the rights of employees to freedom of association and collective bargaining.

IPT is deeply committed to doing business responsibly. This commitment is reflected in our Code of Ethics, which serves as a compass for our daily decisions and actions.

For new employees, the journey begins with our comprehensive induction meeting where they receive a thorough verbal introduction to key company policies. Additionally, every employee takes an active role in upholding ethical standards by signing our handbook and Code of Ethics, which is bilingual,

demonstrating their commitment to our values, along with its annex (bilingual vehicle disclosure policy and bilingual dress code grooming policy).

Similar transparency extends to our external business partners. We require all suppliers to sign our Supplier Code of Conduct and complete a compliance questionnaire, outlining their understanding and adherence to our standards.

To ensure everyone stays informed, we communicate policies through multiple channels. These are readily available on our company website, accessible for reference at any time. We also leverage email communication to deliver timely updates and clarifications. Finally, open and direct verbal communication remains crucial, allowing for interactive exchange and deeper understanding. This multi-pronged approach to policy communication reinforces our commitment to transparency and accountability, rendering our policies clear, accessible, and well-understood, we empower everyone to contribute to a responsible and ethical work environment.

Accounting for senior management, 60% of our executive committee are from the local community of Jbeil. For the UAE, considering that it's a foreign entity, none are hired from the local community.

The living conditions for our expatriates employees at gas stations have undergone significant enhancements, with accommodations upgraded to **90%** completion across all **35** stations currently owned by IPT.





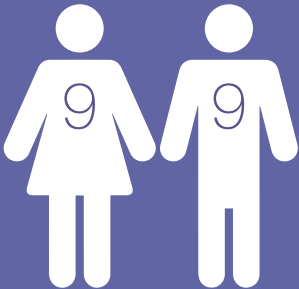
	F	M	Total		F	M	Total	Turnover
New hires	28	212	240	Leavers	23	125	148	32%
Under 30	15	90	105		11	60	71	47%
30-50	13	105	118		11	56	67	28%
Over 50	0	17	17		1	9	10	14.6%

Region	Joiners	Leavers
Jbeil	94	46
Keserwan	10	9
Tripoli	54	46
Akkar	40	20
Metn	3	5
Zgharta	6	5
Nabatieh	1	0
Baabda	1	3
Koura	3	2
Batroun	11	7

Turnover in Lebanon per region



Hires in UAE (no leavers in reporting period)



The total number of employees that were entitled to, and took parental leave, amounted to 18 persons. All returned to work post parental leave period. Only one person left in the following 12 months. Consequently, a post parental leave retention rate of 94% is accounted.

Notice periods regarding operational changes.

Holidays and Events:	Standard holidays:	Announced 3 days in advance.
	Special events:	Announced 10 days or 1 week in advance
New Structure or Organizational Changes:	New Structures:	Announced upon release
Memos and Announcements:	Routine memos:	Announced upon release
	Significant announcements:	Upon release (e.g., policy changes, procedures)



TRAINING & DEVELOPMENT

Gender/Category	Average training hours
Per Employee	4.7
Female	7.1
Male	3.1
Officer	6
Senior	5.5
Manager	4.5
Assistant Manager	6.5
Director	5
Worker/Driver	3

Training Course for IPT Managers on Effective Leadership Development.

As part of the ongoing commitment to training and development, quarters 3 and 4, 2022 witnessed IPT managers undergoing training courses on “Effective Leadership Development” from LMI (Leadership Management International). Effective participants received certificates from the USA following successful completion of the relevant tests.

The objectives of these courses are guidance, training, organizational planning, and motivation of individual activities such as job rotation, job shadowing and project leadership. IPT is keen to adopt best strategies and technologies to allow its human capital a clear career path and effective succession.

The American University of Technology (AUT) officially launched the TECHLOG (Technology Transport for Logistics Innovation in the Mediterranean Region), a pivotal project funded by the European Union in cooperation with the Chamber of Commerce and Industry in Beirut and Mount Lebanon. AUT and IPT, along with other transport/ logistics companies, as well as several municipalities, signed an agreement of understanding, reinforcing AUT’s commitment to play an advanced role in training in safe driving for large vehicles, through simulation technology.

The TECHLOG project aims to bridge the gap between research and industry in the transport sector, and to foster innovation through advanced simulations. This will drive knowledge-based development and strengthen the transport economy in the EU and the Mediterranean region. The agreement was followed by several training courses for the company’s employees.



At our organization, we recognize the value of developing employee potential and offering opportunities for growth in their careers. The “Skills” program is intended to help employees advance their skills and make career transitions easier by taking into account the results of performance reviews.

1. Continuous Training and Skills Development

Training modules: Tailored training programs developed to meet the needs of both individuals and teams as determined by performance appraisals.

Impact in qualitative terms: Greater job satisfaction as a result of workers participating in worthwhile and pertinent learning opportunities.

2. Performance-Based Skill Rotation

Opportunities for skill rotation: Workers who are identified as needing to improve their skills are given the chance to move between roles that meet their needs for development.

Mentorship during rotation: To assist each participant in managing the challenges and learning curve of their new role, a mentor is paired with them.

Impact in qualitative terms: Quick advancement in the workplace for those with outstanding performance. Enhanced collaboration as well as a deeper understanding of the various roles within the organization.

3. Departmental Goals, KPIs, and Staff Objectives Configuration

Departmental goals and KPIs: Evaluate and discuss about the year’s achievements (goals, objectives, risks, and related action plans, etc.), and review them with directors and subordinates as necessary to ensure that the following year’s achievements will be in accordance with the company’s business plans, vision, and mission.

Employees set individual yearly goals to ensure that their career objectives align with the organization.

Improved employee engagement and motivation is the qualitative impact.

Having a clear career path provides direction and purpose.

4. Rewards Related to Performance Appraisals (PA)

Promotions based on merit: Employees for promotions are those who consistently perform very well and are developing their skills.

Qualitative impact: Enhanced employee morale and a sense of accomplishment. Employees perceive a direct link between performance and career progression.



Female	78	23%
Male	265	77%
Director	7	2%
Manager	20	6%
Senior	38	11%
Officer	115	33%
Worker/Driver	163	48%
TOTAL	343	

Performance Appraisal (PA) total number is 343 out of 473, the balance are staff still under probation period. Our entity in the UAE being less than a year old, no PA was assessed in 2023.

Shareholders	Male	Female
Under 30		33.3%
30-50	33.3%	
Over 50	33.3%	
Total	66.6%	33.3%

Board	Male	Female
Under 30		
30-50	25%	25%
Over 50	50%	
Total	75%	25%

Executive Committee	Male	Female
Under 30	12.5%	
30-50	12.5%	75%
Over 50		
Total	25%	75%

*members are all Directors

Employees	Male	Female
Under 30	127	40
30-50	215	40
Over 50	63	8
Total	405	88
Percentage	82	18

Grade	Male	Female
Worker/Driver	99%	1%
Officer	65%	35%
Senior	40%	60%
Assistant Manager	25%	75%
Manager	48%	52%
Advisor/Consultant	100%	0%

Grade	Under 30	30 - 50	Above 50
Worker/Driver	36%	50%	14%
Officer	44%	36%	20%
Senior	18%	69%	13%
Assistant Manager	0%	100%	0%
Manager	14%	71%	14%
Advisor/Consultant	0%	33%	67%



CORPORATE BEHAVIOR

At IPT, we prioritize fostering a diverse and inclusive workplace where every individual is respected and valued. We maintain a zero-tolerance policy towards discrimination based on race, ethnicity, gender, sexual orientation, religion, age, disability, or any other protected characteristic.

This commitment is clearly outlined in our handbook and is reinforced through our anonymous comprehensive whistleblowing procedure.

This procedure encourages colleagues to report any unethical or inappropriate acts, events, behavior, or practices, as well as potential fraud, poor control, or breaches of the Group's policies, procedures,

and regulations. We ensure that employees can report their concerns in good faith, without fear of harassment, demotion, victimization, discrimination, or disciplinary action. Both the whistleblowing procedure and the handbook are communicated to all employees upon joining IPT, and we ensure their effective implementation across the organization. We are proud to state that we have had no recorded cases or incidents of discrimination within our company. However, we recognize that prevention is paramount, and we actively promote a culture of open communication and mutual respect among our employees.

During 2023, while our headquarters underwent construction maintenance, a child laborer was observed assisting the contractor. The pivotal moment came when a member of our CSR Team noticed this underage labor and promptly informed the HR Department. Our HR Department then contacted the contractor, emphasizing that the use of child labor is strictly prohibited on our premises. At IPT, we firmly believe in shielding children from the harsh realities of underage labor. Consequently, the child was immediately directed to leave the site, and the contractor was mandated to replace them with a worker meeting the legal age requirements. This action not only underscored our dedication to upholding our CSR policy and consistent respect of human rights, it also makes a positive impact on our suppliers' to prioritize social compliance and apply ethical practices for an improved ecosystem.

The subcontracted security company has formally endorsed our supplier code of conduct and recently revised forms. Importantly, these documents now include provisions regarding human rights.

The various initiatives listed under our Enrich Local Community pillar are simultaneously relevant in local community engagement and development programs leading to human excellence.

Referring to the supplier approved list, 56 suppliers (53%) signed the Compliance questionnaire and 54 suppliers (51%) signed the code of conduct. After screening the documents, our procurement team certifies no social or environmental effractions noted.





REPORTING STANDARDS, MATERIALITY, & ESG DEFINED

Navigating the future entails adapting to the evolving ESG reporting landscape and industry roadmaps to ensure preparedness. Despite the challenges, the global ESG reporting landscape is progressing steadily, with corporate ESG disclosure transitioning from voluntary to mandatory reporting. In this context, IPT is at the forefront, pioneering diversity in ESG reporting to enhance sustainability communication and readiness.

Recognizing the progress made in ESG reporting, IPT's culture of continuous improvement has motivated us to establish structured frameworks and precise data collection mechanisms. These efforts are aligned with emerging ESG standards, aiming to enhance transparency in responsible practices. This approach reflects our commitment to accountability, resonating with the practices of 67% of global reporting institutions utilizing the GRI reporting framework.

It is with this mindset that we have selected to report according to the GRI standards, as developed over the past 23 years into the most widely used and globally recognized tool for corporate transparency. With over 10,000 companies worldwide utilizing the GRI standards for reporting, we have embraced this standardized framework for our sustainability reporting.

Furthermore, and again, in alignment with the UN SDGs, we have integrated our ESG strategies with specific goals to address global challenges where our impact is perceived relevant as core on Affordable and Clean Energy (SDG 7), Industry, Innovation and Infrastructure (SDG 9), Sustainable Cities and Communities (SDG 11), and Climate Action (SDG 13). Additional pledges as integrated in our responsible business approach are Good Health and Well-Being (SDG 3), Gender Equality (SDG 5), Decent Work and Economic Growth (SDG 8), Responsible Consumption and Production (SDG 12), Life Below Water (SDG 14), and Life on Land (SDG 15). Overall, partnerships for the Goals (SDG 17) guides our collaborations.



By adopting globally acclaimed frameworks like GRI and aligning with the UN SDGs, IPT demonstrates a clear commitment to taking a holistic approach to sustainability.



PHASE7

Seek stakeholder feedback

PHASE1

Define purpose and scope

PHASE2

Identify potential topics

PHASE6

Engagement management

PHASE5

Prioritise

PHASE3

Categorise

PHASE4

Gather information about the impacts and importance of topics

Materiality, the principle that companies report on relevant sustainability topics that have significant economic, environmental or social impact on their stakeholders. These can be individuals, organizations, or representatives that can affect or be affected by our activities, products, or services. At IPT, we have diligently defined our stakeholders; these are external – corporate clients, environmental activists, civil defense, governmental regulatory bodies, partners, network representatives, auditors, financiers, contractors, and branding specialists; and internal – shareholders, management, employees, and workers. We chose to engage the first of the two groups in a stakeholder engagement panel where representatives of each group of stakeholders were invited. The internal stakeholders were engaged through a customized survey circulated on our internal channel of communication where 26.54% responded.

The results of both interactions led to the material topics used in our matrix identifying and prioritizing each topic for relevance and for inclusion as significant criterion for determining materiality. The significance was based on the potential impact of IPT to create value and influence stakeholders. The effect of a sustainability topic on the organization, its stakeholders, and the broader community defines its impact on economic,

environmental, social, or a combination of all 3 of these factors. The threshold of our sustainability topics allows us to prioritize the most significant issues and focus our reporting on areas of highest importance. Prioritization guides our resource allocation in an effective manner by addressing the most crucial issues first. In the next years, our ESG Materiality and the KPIs we observe and transparently report will maintain our honesty, consistency, and traceability as we perform aligned with emerging trends and demonstrate progress.





MATERIALITY MATRIX

SIGNIFICANCE TO STAKEHOLDERS
































































































- QUALITY - HEALTH - SAFETY
- ENERGY & ENVIRONMENTAL MANAGEMENT
- ENRICH LOCAL COMMUNITY
- HUMAN CAPITAL EXCELLENCE



IPT'S ESG FRAMEWORK (Environment – Social – Governance)










CONCORDANCE
TABLE

Standard	Disclosure	Location of Disclosure	Relevant SDGs	GRI 11	Standard	Disclosure	Location of Disclosure	Relevant SDGs	GRI 11
GRI 1: Statement of use	IPT Group Holding has reported the information cited in this GRI content index for the period of January 1, 2023 to Dec. 31, 2023 with reference to the GRI Standards as core.	p 8 - 66				2-29 Approach to stakeholder engagement	p 69	     	
GRI 2: General Disclosures 2021	2-1 Organizational details	p 8				2-30 Collective bargaining agreements	p 61		
	2-2 Entities included in the organization's sustainability reporting	Lebanon - UAE			GRI 3: Material Topics 2021	3-1 Process to determine material topics	p 68 - 69	 	
	2-3 Reporting period, frequency and contact point	annual, 1-1-2023 till 31-12-2023, p 9				3-2 List of material topics	p 69	 	
	2-4 Restatements of information	NA - 1st Sustainability Report				3-3 Management of material topics	p 69 - 70	 	11 (all)
	2-5 External assurance	V4 Advisors for GHG			GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p 34	     	11.14.2/11.21.1
	2-6 Activities, value chain and other business relationships	p 11 - 64				201-2 Financial implications and other risks and opportunities due to climate change	Pillar 2	  	
	2-7 Employees	Pillar 4				201-3 Defined benefit plan obligations & other retirement plans	p 25 - 60	 	
	2-8 Workers who are not employees	NA				201-4 Financial assistance received from government	NA		
	2-9 Governance structure and composition	p 10			GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	p 60	 	
	2-10 Nomination and selection of the highest governance body	p 10				202-2 Proportion of senior management hired from the local community	p 61	 	11.11.2/11.11.2/11.14.3
	2-11 Chair of the highest governance body	p 10			GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p 47	     	11.14.4
	2-12 Role of the highest governance body in overseeing the management of impacts	p 8 - 17				203-2 Significant indirect economic impacts	p 47	    	11.14.5
	2-13 Delegation of responsibility for managing impacts	Pillar 1			GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p 47	 	11.14.6
	2-14 Role of the highest governance body in sustainability reporting	p 8 - 17			GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p 14	 	11.20.2
	2-15 Conflicts of interest	p 22				205-2 Communication and training about anti-corruption policies and procedures	p 14	    	11.20.3
	2-16 Communication of critical concerns	p 14				205-3 Confirmed incidents of corruption and actions taken	p 15	 	11.20.4
	2-17 Collective knowledge of the highest governance body	p 8 - 17			GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	NA		
	2-18 Evaluation of the performance of the highest governance body	to be implemented in the next cycle			GRI 207: Tax 2019	207-1 Approach to tax	p 16	 	11.21.4
	2-19 Remuneration policies	p 60	  			207-2 Tax governance, control, and risk management	p 16	 	11.21.5
	2-20 Process to determine remuneration	p 60	  			207-3 Stakeholder engagement and management of concerns related to tax	p 16	 	11.21.6
	2-21 Annual total compensation ratio	p 60	  			207-4 Country-by-country reporting	p 16		11.21.7
	2-22 Statement on sustainable development strategy	Introduction	  						
	2-23 Policy commitments	Introduction Pillar 1 - 4	  						
	2-24 Embedding policy commitments	Introduction Pillar 1 - 5	 						
	2-25 Processes to remediate negative impacts	p 67 - 68	       						
	2-26 Mechanisms for seeking advice and raising concerns	p 14 - 66	     						
	2-27 Compliance with laws and regulations	p 16 - Pillar 1	     						
	2-28 Membership associations	participant in the UN Global Compact							



Standard	Disclosure	Location of Disclosure	Relevant SDGs	GRI 11	Standard	Disclosure	Location of Disclosure	Relevant SDGs	GRI 11
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Pillar 2			GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pillar 4		11.10.2
	301-2 Recycled input materials used	Pillar 2				401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pillar 4		11.10.3
	301-3 Reclaimed products and their packaging materials	NA				401-3 Parental leave	Pillar 4		11.11.3/11.10.4
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Pillar 2		11.1.2	GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Pillar 4		11.7.2/11.10.5
	302-2 Energy consumption outside of the organization	to be implemented in the next cycle							
	302-3 Energy intensity	NA			GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Pillar 1		11.9.2
	302-4 Reduction of energy consumption	Pillar 2				403-2 Hazard identification, risk assessment, and incident investigation	Pillar 1		11.9.3
	302-5 Reductions in energy requirements of products & services	NA				403-3 Occupational health services	Pillar 1		11.9.4
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	NA				403-4 Worker participation, consultation, and communication on occupational health and safety	Pillar 1		11.9.5
	303-2 Management of water discharge-related impacts	NA				403-5 Worker training on occupational health and safety	Pillar 1		11.9.6
	303-3 Water withdrawal	NA				403-6 Promotion of worker health	Pillar 1		11.9.7
	303-4 Water discharge	NA				403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p 17		11.9.8
	303-5 Water consumption	Pillar 2		11.6.6		403-8 Workers covered by an occupational health and safety management system	Pillar 1		11.9.9
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	NA				403-9 Work-related injuries	Pillar 1		11.9.10
	304-2 Significant impacts of activities, products and services on biodiversity	NA				403-10 Work-related ill health	Pillar 1		11.9.11
	304-3 Habitats protected or restored	NA			GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Pillar 4		11.11.4/11.10.6
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	NA				404-2 Programs for upgrading employee skills and transition assistance programs	Pillar 4		11.7.3/11.10.7
						404-3 Percentage of employees receiving regular performance and career development reviews	Pillar 4		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pillar 2		11.1.5	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pillar 4		11.11.5/
	305-2 Energy indirect (Scope 2) GHG emissions	Pillar 2		11.1.6		405-2 Ratio of basic salary and remuneration of women to men	Pillar 4		11.11.6
	305-3 Other indirect (Scope 3) GHG emissions	Pillar 2		11.1.7	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p 15		11.11.7
	305-4 GHG emissions intensity	Pillar 2		11.1.8					
	305-5 Reduction of GHG emissions	Pillar 2		11.2.3	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p 61		
	305-6 Emissions of ozone-depleting substances (ODS)	Pillar 2							
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Pillar 2		11.3.2	GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p 66		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	NA							
	306-2 Management of significant waste-related impacts	NA							
	306-3 Waste generated	NA							
	306-4 Waste diverted from disposal	Pillar 2							
	306-5 Waste directed to disposal	NA							
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Pillar 4							
	308-2 Negative environmental impacts in the supply chain and actions taken	p 15							



Standard	Disclosure	Location of Disclosure	Relevant SDGs	GRI 11
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p 61		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	p 66		11.18.2
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	NA		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pillar 2 - 4	  	11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Pillar 2 - 4		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Pillar 4	  	11.10.8/11.12.3
	414-2 Negative social impacts in the supply chain and actions taken	NA		
GRI 415: Public Policy 2016	415-1 Political contributions	p 9		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	NA		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	NA		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Introduction		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Introduction		
	417-3 Incidents of non-compliance concerning marketing communications	Introduction		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Introduction		

