



ENERGY
MADE BETTER

**SUSTAINABILITY
REPORT**

2025





Lebanon's cedar tree has long stood as a powerful symbol of resilience, endurance and continuity. Through periods of conflict and uncertainty, it has remained firmly rooted, growing slowly, withstanding harsh conditions, and lasting across generations. Today, as the country continues to face ongoing challenges, this symbol carries even greater weight. Not only does it reflect the strength of nature, but also the reality that resilience is built over time, through persistence, the ability to adapt under pressure, and the commitment to continue moving forward even in times of disruption.

This allegory is reflected in the IPT Forest initiative.

IPT Forest was developed as a step toward restoring part of Lebanon's native landscape. Indeed, the planting of 1,000 cedar trees in the Shouf Biosphere Reserve contributes to reinforcing local biodiversity, supporting natural carbon absorption, and preserving a species that holds both ecological and national significance. As cedar trees are slow-growing and sensitive to environmental conditions, their safekeeping depends on continuous monitoring, protection and long-term care. In this sense, the initiative extends beyond the act of planting itself, emphasizing the importance of follow-up, stewardship, and sustained engagement to ensure that the forest develops and endures over time.

Sustainability is often presented through ambitious claims and immediate results. In practice, it is slower, more complex, and requires long-term commitment, continuous follow-up, and the ability to adapt over time. It involves trade-offs, as well as constraints and decisions that do not always lead to immediate visible outcomes.

More importantly, this initiative reflects a broader approach: prioritizing actions that can be measured, maintained and improved, rather than one-time efforts. It sits alongside ongoing work to better understand and reduce environmental impact through data, operational changes, and long-term planning.

Choosing cedars as the theme of this report reflects this mindset. Like the trees themselves, progress is gradual, dependent on consistency, and shaped by real-world constraints.

This report presents the reality of progress, highlighting what has been achieved, where limitations exist, and where further work is needed.

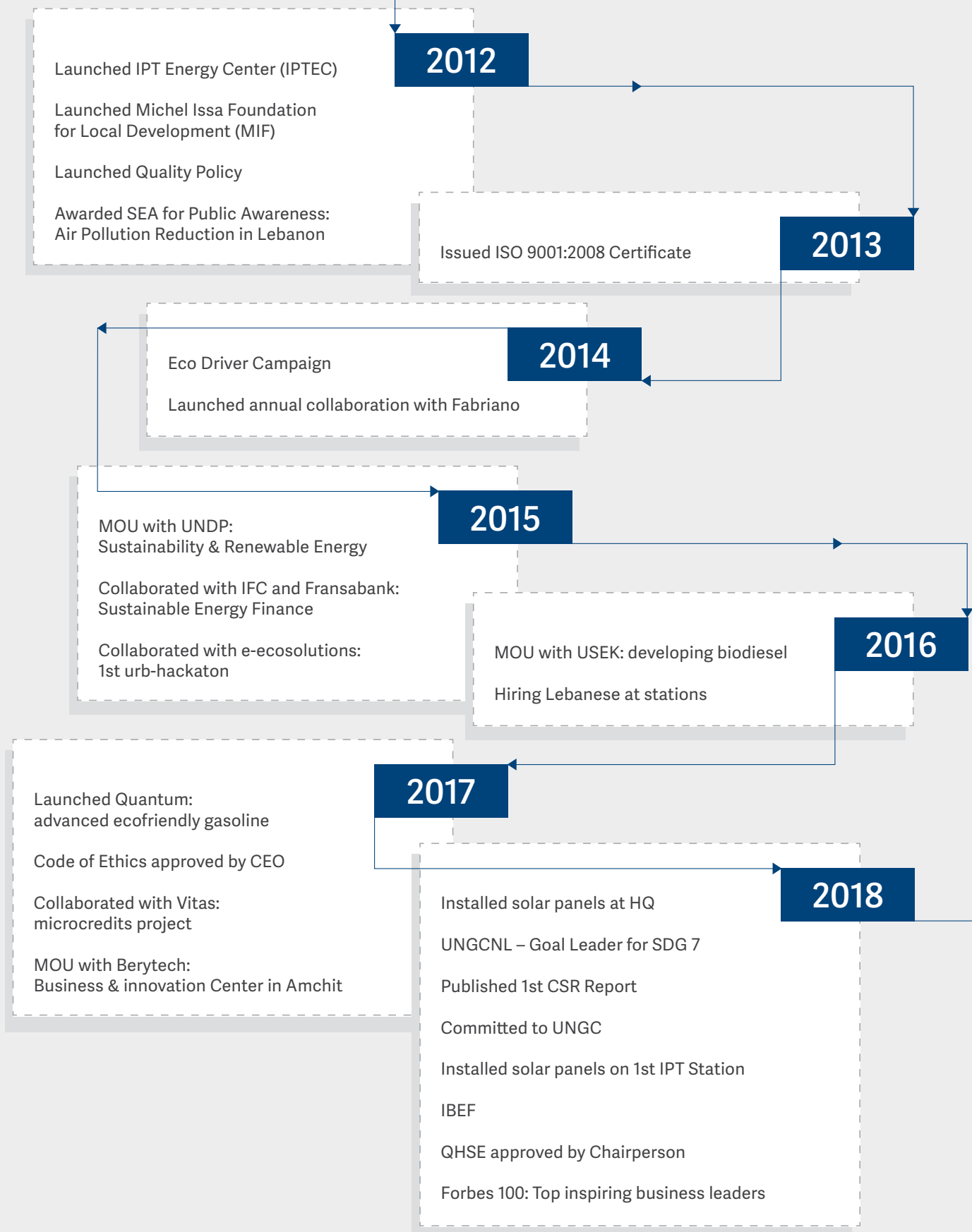


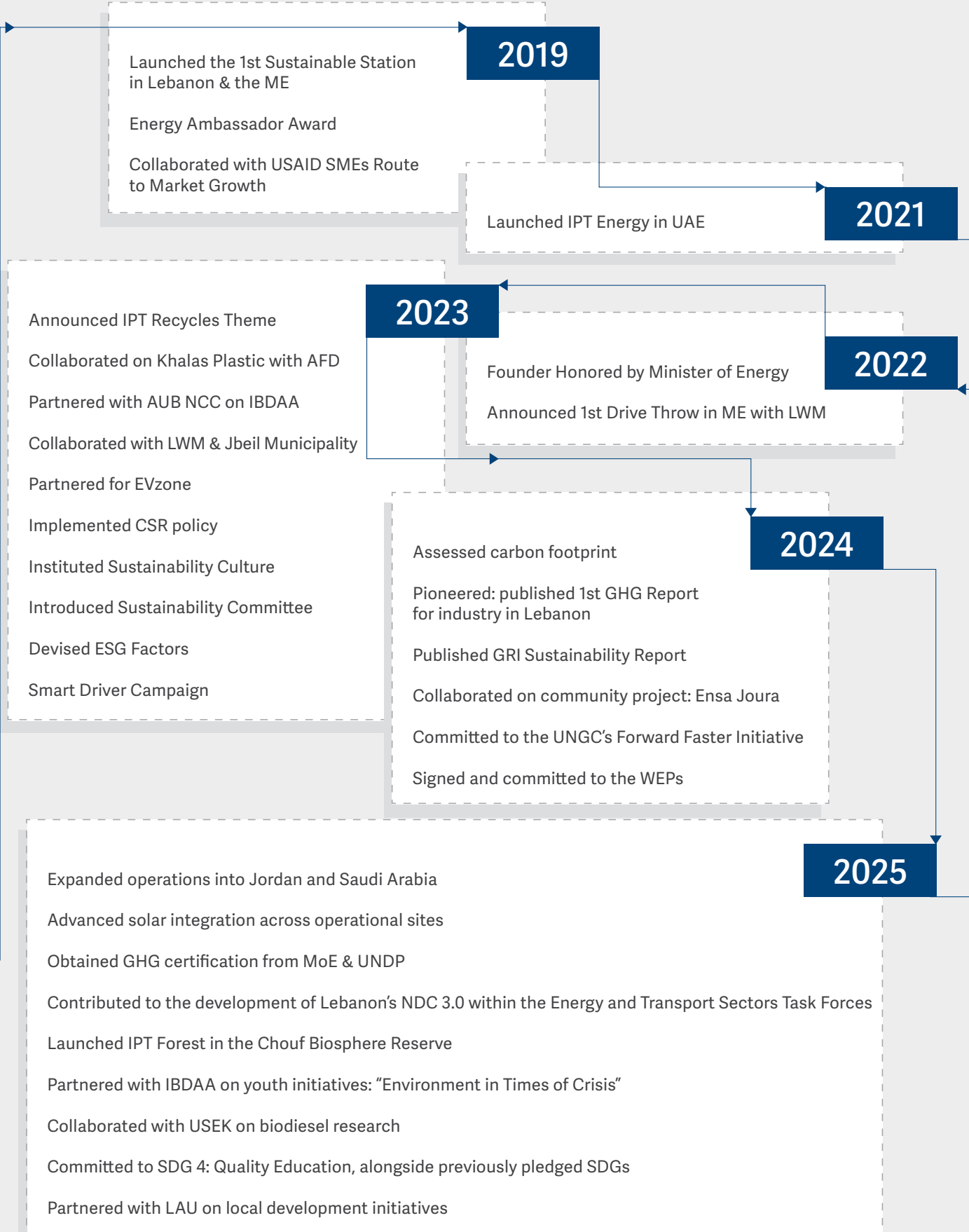
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MILESTONES







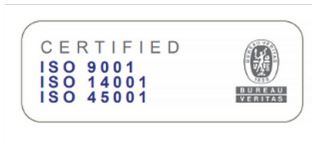
AT A GLANCE KEY TAKEAWAYS

COMPLIANCE COLLABORATION EFFORTS COMMUNICATION



**FORWARD
FASTER**

**WOMEN'S
EMPOWERMENT
PRINCIPLES**



81%[♂] 19%[♀]
680 Employees



Carbon Footprint



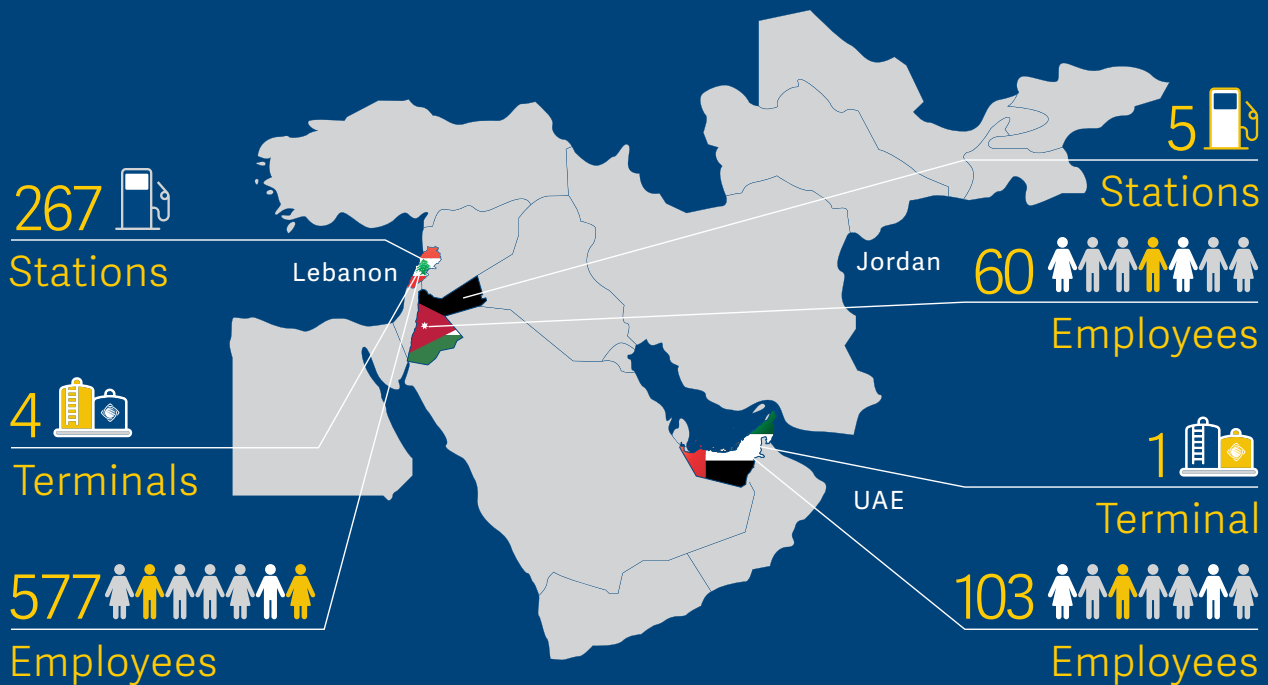
0.14_{mtCO₂e/m²}



12,988

Community Beneficiaries

Terminals and Stations





MESSAGE FROM THE EXECUTIVE CHAIRPERSON

DR. TONI M. ISSA

Across forums, industry panels, and internal gatherings, Dr. Toni Issa has consistently positioned IPT as a company that views sustainability as a long-term business imperative rather than as a compliance exercise. In this context, below are key messages drawn from his engagements on the topics of responsible growth, regional expansion, and energy transition.



ON IPT'S SUSTAINABILITY PURPOSE

"We did not choose sustainability because it was fashionable. We chose it because it is the only credible way to build a business that lasts, for our clients, for Lebanon, and for the next generation."

Speaking at IPT's sustainability report launch, Dr. Issa underlined that the group's ESG journey began with a major cultural decision: to treat ethical business conduct, transparency and environmental stewardship as core operational values rather than add-ons.

ON REGIONAL EXPANSION AND RESPONSIBLE GROWTH

"Expanding to the UAE was not just a commercial decision. It was a commitment to carry IPT's values into a new market, and to demonstrate that responsible fuel logistics is possible at any scale."

Addressing stakeholders at an industry briefing, Dr. Issa described IPT's UAE presence, spanning multiple entities across Dubai and regional free zones, as a deliberate extension of the group's governance model, not merely a commercial footprint.

ON LEBANON AND THE RESILIENCE OF ITS PRIVATE SECTOR

"When the context is difficult, some companies retract. We chose to invest, to hire, and to grow, because that is what responsible private sector citizenship looks like in Lebanon today."

In remarks delivered during a business forum on Lebanon's economic recovery, Dr. Issa underscored IPT's continued commitment to local employment, network expansion, and community engagement, even amid economic and infrastructural pressure.

ON ENERGY TRANSITION

"Although we work in the oil and gas sector, we acknowledge that energy needs are evolving. Building for what comes next is a transition strategy, not a contradiction it is."

Speaking at a sustainability event, Dr. Issa addressed the apparent paradox of a fuel distribution company leading Lebanon's first national smart EV charging network, namely EVzone. He added that *"IPT's understanding of energy infrastructure positions it as a unique player to drive the transition from within."*

ON REPORTING AND TRANSPARENCY

"Our Sustainability Report is not only a document we publish for others. It is a mirror we hold up to ourselves, and a public commitment to improve."

Presenting IPT's second GRI-aligned Sustainability Report, Dr. Issa defined transparent disclosure as both an accountability tool and a strategic driver allowing the Group to identify gaps, set measurable targets, and demonstrate progress to stakeholders across Lebanon and the region.



INTRODUCTION

ABOUT IPT GROUP

From a Single Station in Amchit to a Growing Regional Energy Platform

Founded in 1970 as a single service station in Amchit, Lebanon, IPT has grown into one of the region's most recognized energy brands. Over more than five decades, the Group's evolution has been guided by enduring core values: integrity, safety, innovation and responsibility, principles that have shaped every strategic decision and fueled steady growth even amid complex local and regional conditions.



The Foundation of Our Business

In Lebanon, IPT Group operates through 10 specialized companies covering a full spectrum of energy and related services. With a network of over 250 service stations nationwide, IPT plays a critical role in the country's energy infrastructure, serving individuals, businesses and institutions with reliable, forward-thinking energy solutions.

In 2021, IPT took its first step beyond Lebanon with the launch of IPT Energy UAE, entering one of the world's most dynamic energy markets. That initial step has since grown into a multi-entity presence with significant service capabilities.

2025 marked a decisive acceleration in IPT's regional growth, with the Group entering 2 new markets: the Hashemite Kingdom of Jordan and the Kingdom of Saudi Arabia. These expansions reflect a deliberate strategy to extend IPT's proven operating model, built over decades in Lebanon and the UAE, to neighboring markets undergoing their own energy modernization journeys.

Across both markets, IPT brings the same commitment it has always upheld: operational excellence, international standards, and a long-term perspective on responsible, people-centered energy services.



OUR REGIONAL JOURNEY AT A GLANCE

Sustainability: a Strategic Lens, not an add-on

IPT's sustainability journey reflects a long-term vision to drive energy progress while safeguarding the environment and future generations. Since joining the UN Global Compact in 2018 and deepening that commitment through the Forward Faster initiative in 2024, IPT has progressively embedded environmental, social and governance principles across all operations.

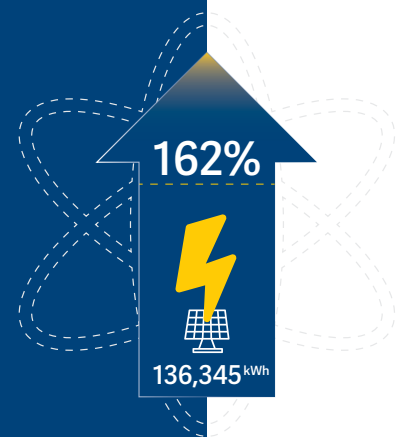
In parallel with its regional expansion, IPT has advanced its sustainability performance at home: EVzone, Lebanon's first national smart EV charging network developed alongside Phoenix Energy, delivered 136,345 kWh of clean electricity in 2025, a 162% increase over 2024. More than half of IPT's owned stations include solar systems. Furthermore, the Group completed its third consecutive GHG calculation under the GHG Protocol and received recognition from Lebanon's Ministry of Environment for the second consecutive year. IPT also contributed as the only private energy sector actor to Lebanon's First Biennial Transparency Report submitted to the UNFCCC under the Paris Agreement.

These initiatives sit alongside robust social and governance performance: a 32% reduction in work-related injuries over two years, active implementation of the Women's Empowerment Principles, the launch of internal SDG innovation projects, and the development of a unified IPT Code of Conduct. Together, these steps reflect an organization that views sustainability not only as a compliance requirement, but also and above all, as the foundation for long-term resilience.

This 2025 Sustainability Report marks IPT Group's third consecutive sustainability disclosure and reflects the continued evolution of our environmental, social and governance practices. The report presents IPT's performance, priorities and key initiatives for the period spanning 1 January to 31 December 2025, and offers stakeholders a transparent view of our progress, challenges and areas of continuous improvement.

IPT has adopted the Global Reporting Initiative (GRI) standards as its primary ESG reporting framework to enhance consistency, comparability and accountability across reporting cycles, considering 2023 as the baseline reference year. The GRI framework supports our commitment to materiality, accuracy, completeness, stakeholder inclusiveness, and sustainability. A detailed GRI Content Index and SDG mapping table are provided in the concordance table to facilitate alignment between our material topics, relevant indicators and the Sustainable Development Goals to which IPT actively contributes.

For IPT, optional sustainability reporting not only lays a better groundwork for transparency and accountability. It is also a strategic business tool which allows our operations to leverage our supply chain and clients, and contributes to our risk and talent management.





IPT has continuously strengthened our sustainability governance and reporting practices, guided by core values such as integrity, transparency, accountability and responsible growth. In 2024, IPT further deepened this commitment by joining the UN Global Compact Forward Faster initiative, accelerating action across priority areas including climate action, decent work, gender equality, and sustainable finance. This milestone reflects our transition from foundational ESG integration toward more measurable impact and target-driven implementation. These principles underpin our approach to business: from operational excellence to community engagement and environmental stewardship.

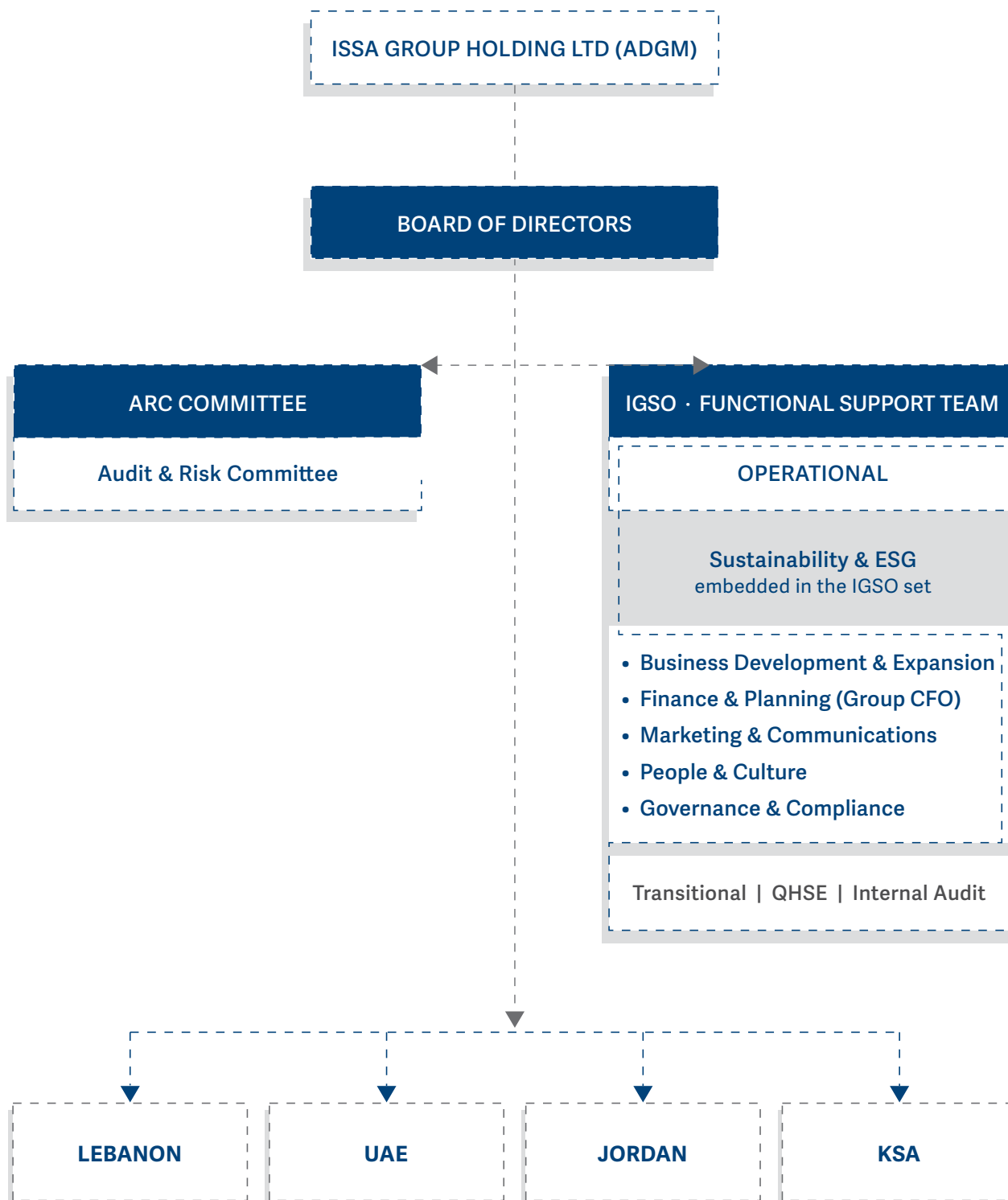
As a privately owned company operating in fuel transport, storage and distribution, IPT discloses its financial performance indicators through its official Annual Financial Reports submitted to the relevant ministries of finance in countries where the Group operates. Information on workforce growth and employment creation is presented in Section 4, while our materiality process and stakeholder engagement methodology are detailed in the Reporting Methodology section.

IPT maintains a strict public policy prohibiting political contributions and limiting government-related payments exclusively to statutory taxes and regulatory fees. Oversight of sustainability matters rests with the Board of Directors which reviews this report and monitors progress against ESG objectives including commitments made under the Forward Faster initiative. Day-to-day coordination and implementation are led by the Sustainability Unit which works in close collaboration with directorates and executive leadership to ensure that ESG priorities are integrated across business functions, and serves as the primary point of contact for this report: sustainability@iptgroup.com.lb

Building on the governance framework established in previous reporting cycles, IPT continued, all through 2025, to embed and boost ethical conduct, human rights, and responsible business practices across operations. The main focus this year was on strengthening internal coordination, enhancing employee awareness, and translating ESG commitments into day-to-day decision-making. This reflects IPT's ongoing shift from policy alignment toward operational integration, always ensuring that sustainability principles are actively applied across directorates and value chains.



The governance structure is depicted in the below chart





Responsible Business Conduct

IPT's commitment to responsible business conduct continues to be at the core of governance structures and operational processes. In 2025, emphasis shifted toward strengthening implementation, reinforcing accountability, and expanding cross-functional engagement to make sure that ESG principles are actively integrated into day-to-day operations.

Support for responsible business practices is provided by senior leadership, with sustainability topics systematically integrated into Management discussions to monitor progress, address emerging risks, and align actions with strategic priorities. This governance approach is reinforced by IPT's Integrated Management System (IMS) which consolidates Quality, Health, Safety and Environmental (QHSE) management, enabling a coordinated and structured approach to operational excellence and risk mitigation.

The CSR/Sustainability Committee continues to play a central role in driving social and environmental initiatives across the Group. Comprising representatives from Marketing and Communication, Finance, Procurement, Human Resources, QHSE, Commercial, Operations, and Network Stations, the Committee fosters collaboration across departments and supports the implementation of sustainability initiatives through regular engagement and shared accountability, while embedding sustainability across the organization.



Risk management processes remain integral to IPT's governance framework, allowing the Group to proactively identify and address potential environmental, social and human rights risks. The Corporate Governance function, together with Internal Audit, conducts regular monitoring and audits, with findings escalated to Senior Management and the Board of Directors when necessary to secure corrective action and continuous improvement.

To uphold these commitments, IPT continues to provide targeted training and awareness initiatives for employees and relevant business partners, strengthening understanding of ethical conduct, compliance requirements, and responsible business practices. Through these structured measures, IPT ensures that governance principles are consistently applied across operations and relationships, supporting long-term resilience and sustainable growth.



Communication, Grievance Handling, and Compliance

In 2025, IPT continued to operate its established grievance and feedback mechanism, focusing on strengthening responsiveness, as well as on escalation efficiency and corrective action follow-through. The process allows stakeholders to submit concerns through multiple channels including in-person engagement, telephone, website forms, email and digital platforms, thus ensuring accessibility across all IPT's operations.

All received cases are verified, prioritized and assessed by the relevant departments, with oversight from the QHSE department to ensure centralized documentation and consistency of response. Matters requiring broader intervention are escalated to heads of departments, directors and Senior Management, enabling timely decision-making and coordinated corrective actions.

Approved corrective measures are formally implemented and communicated to affected stakeholders, followed by confirmation of resolution. Where initial actions do not meet stakeholder expectations, alternative solutions are evaluated through additional internal consultation until final agreement is reached. This structured escalation pathway supports IPT's commitment to remedying impacts and solidifying stakeholder trust.

Grievance data is consolidated within IPT's IMS which supports root cause analysis, trend monitoring, and continuous improvement across Quality, Health, Safety and Environmental performance. Quarterly performance reviews are conducted to assess departmental effectiveness and reinforce accountability.

During the reporting period, IPT recorded **48 complaints and feedback cases**, all of which were centrally logged, investigated and addressed through defined corrective action procedures. Follow-up engagement confirmed case closure and informed preventive measures aimed at reducing recurrence.

In addition to customer feedback mechanisms, IPT maintains a confidential whistleblowing channel to enable employees to report suspected unethical behavior, policy breaches, or potential misconduct in good faith. Reports may be submitted anonymously through a dedicated email address and are reviewed by an appointed Whistleblowing Review Committee. All cases are investigated in accordance with internal policies, and corrective actions are implemented where required. During 2025, **IPT received one whistleblowing report** which was formally reviewed, documented and addressed in line with the established procedure. IPT maintains a strict non-retaliation approach, ensuring protection for individuals who raise concerns, and integrates whistleblowing outcomes into its broader governance and continuous improvement processes.





COMPLIANCE EFFORTS

Our organization has established structured mechanisms to support the implementation of responsible business conduct across operations. Through the QHSE function, employees and stakeholders have access to guidance on ethical practices and policy application, supported by a centralized and regularly updated platform of procedures and guidelines. Suppliers may also seek clarification or express concerns related to ethical practices through a dedicated email: supplier.ethics@iptgroup.com.lb

In parallel with onboarding programs for new employees, IPT delivers regular training sessions and awareness workshops to reinforce understanding of internal policies, compliance expectations, and responsible business practices. These efforts are embedded within IPT's IMS, enabling consistent application across departments and continuous organizational learning.

Our Executive Committee deals with urgent or sensitive matters that require immediate attention. The HR department is responsible for making sure that every new joiner signs the company's Code of Ethics which includes an Anti-corruption Policy. In 2025, 72 new employees signed this code.



Approach to Tax

IPT adopts official Lebanese accounting standards aligned with International Accounting Standards (IAS) and International Financial Reporting Standards (IFRS). The Group maintains a structured tax governance framework, consistent with previous reporting cycles, to ensure compliance with applicable tax laws and regulatory requirements across all jurisdictions of operation.

Tax declarations, including VAT, income tax, salary tax, non-resident tax, and property tax, are prepared and submitted on a quarterly and annual basis in line with statutory requirements. These processes are managed by the Accounting and Payroll functions under defined internal controls, with review by senior management and an external tax advisor prior to submission.

Oversight is further reinforced through periodic external audit reviews conducted by Deloitte & Touche every three months to ensure the accuracy of financial records and regulatory compliance. IPT also maintains a structured internal review and approval process for accounting entries before submission to relevant authorities.

No material tax non-compliance incidents were recorded during the reporting period. Total taxes and government payments are disclosed in IPT's official Annual Financial Statements submitted to the relevant Ministries of Finance.



Anti-corruption and Incidents

During the reporting period, neither IPT Group nor any of its employees, workers, network stations, customers, or associated business partners were subject to any confirmed corruption incidents.

No legal cases, judicial proceedings, or disciplinary actions related to corruption, bribery, fraud, or unethical conduct were recorded in 2025. Accordingly, no corrective actions were required under this disclosure.

IPT continues to uphold a zero-tolerance approach toward corruption, supported by its Code of Conduct, as well as by its internal control systems and governance oversight mechanisms.



Compliance with Laws and Regulations

IPT Group is committed to operating in full compliance with applicable laws and regulations across all jurisdictions in which it operates.



Lebanon

During 2025, IPT recorded 11 traffic violations related to company vehicles, resulting in fines totaling LBP 15,000,000. These violations, of administrative nature, were not material to the organization and did not result in litigation, regulatory sanctions, or operational disruption. Thus, they were promptly settled.



United Arab Emirates

In 2025, IPT Energy UAE recorded 75 traffic violations associated with fleet operations, amounting to a total of AED 26,063 in fines. Those were routine traffic-related infringements and did not result in material, legal, environmental, or regulatory consequences.



Across both operations, no significant instances of non-compliance with environmental, social or governance laws were recorded during the reporting period.

IPT continues to reinforce compliance monitoring, driver awareness programs, and internal controls to minimize violations and ensure adherence to regulatory requirements.

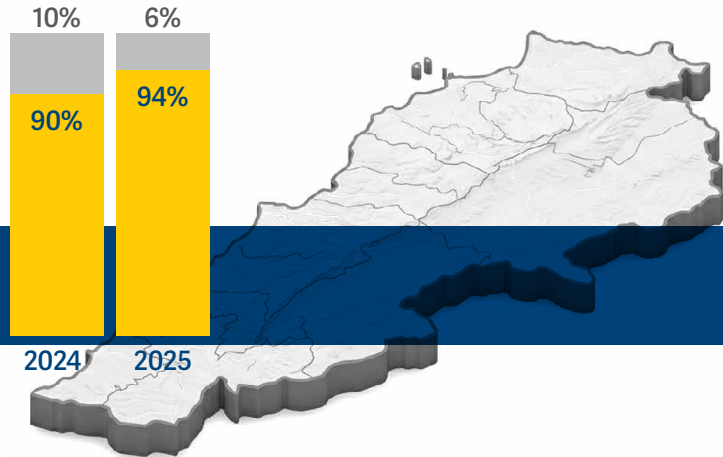
Procurement Practices

IPT prioritizes local sourcing as part of its commitment to supporting national economies and strengthening supply chain resilience.



In 2025, 94% of procurement spending was directed toward local suppliers, while 6% was allocated to foreign suppliers, reflecting an improvement from 2024 where foreign sourcing represented 10% of total procurement spend.

Lebanon



This year-on-year reduction in external sourcing demonstrates IPT's solid commitment to local economic development and supplier engagement within Lebanon.

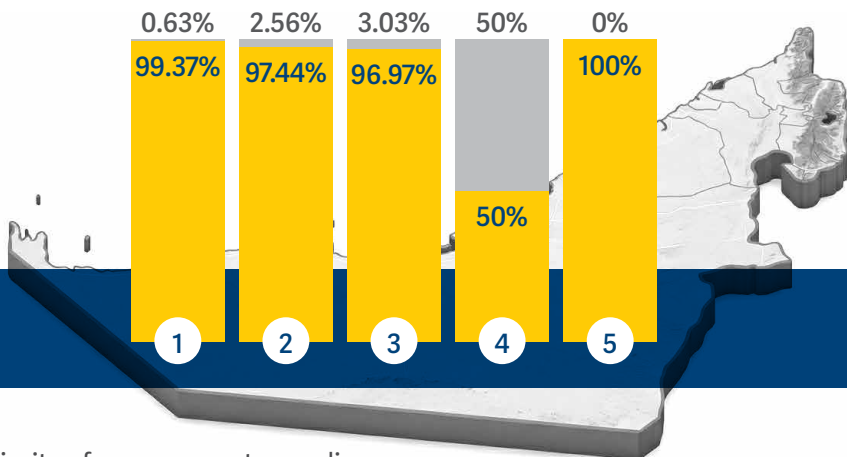
Foreign suppliers

Local suppliers

Procurement distribution across UAE entities in 2025 was as follows:

Entity	Foreign Suppliers	Local Suppliers
1 - IPT Energy Power Trading LLC	0.63%	99.37%
2 - IPT Energy FZCO (DMCC)	2.56%	97.44%
3 - IPT Energy Trading FZE	3.03%	96.97%
4 - IPT Energy Global FZE	50%	50%
5 - Issa Group Holding Limited	0%	100%

United Arab Emirates



Across UAE entities, the majority of procurement spending continues to be directed toward local suppliers, thus supporting domestic markets while maintaining selective international sourcing where operationally required.

Foreign suppliers

Local suppliers

* IPT's primary products are entirely imported



VISION STATEMENT

Top-of-mind in providing better & trusted energy

MISSION STATEMENTS

Become one of the leaders in the energy market

Provide clean, affordable and sustainable fuel

Adapt to change in a critical business environment and survive crisis

Earn the reputation of the innovative, pioneer and responsible energy company

BUSINESS PRINCIPLES

Commitment to QHSE policy and procedures

Integration of sustainable development and ESG factors into our core business

Differentiation and uniqueness of offerings

Integrated Management System along the value chain

People and organization excellence

Customer focused and oriented

Compliance to local legislation and international standards

VALUE STATEMENTS

Be a partner in developing the national economy

Set the example of the corporate behavior in terms of good governance and social responsibility

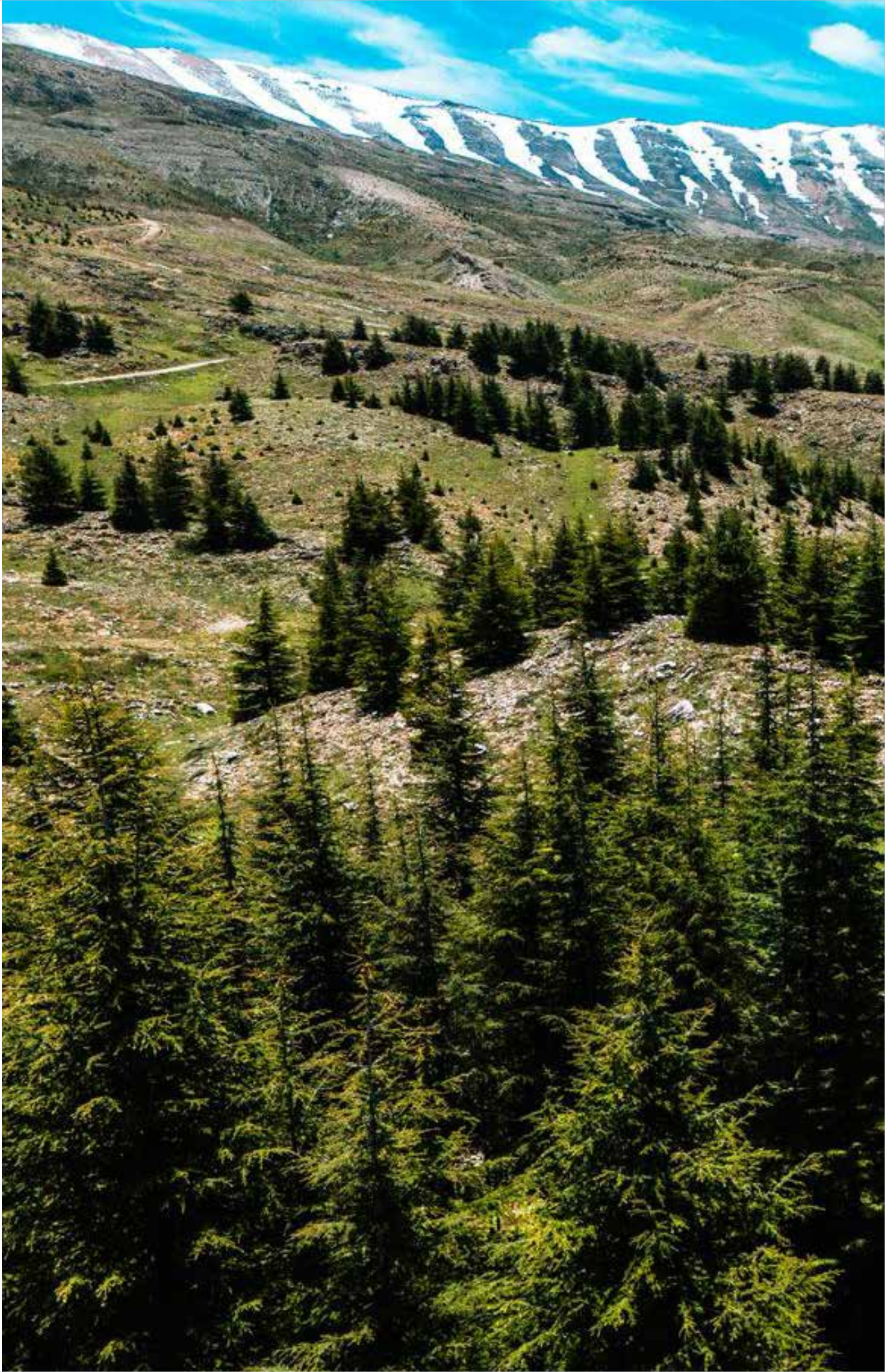
Follow the best business practices based on integrity, trust, respect, transparency and accountability

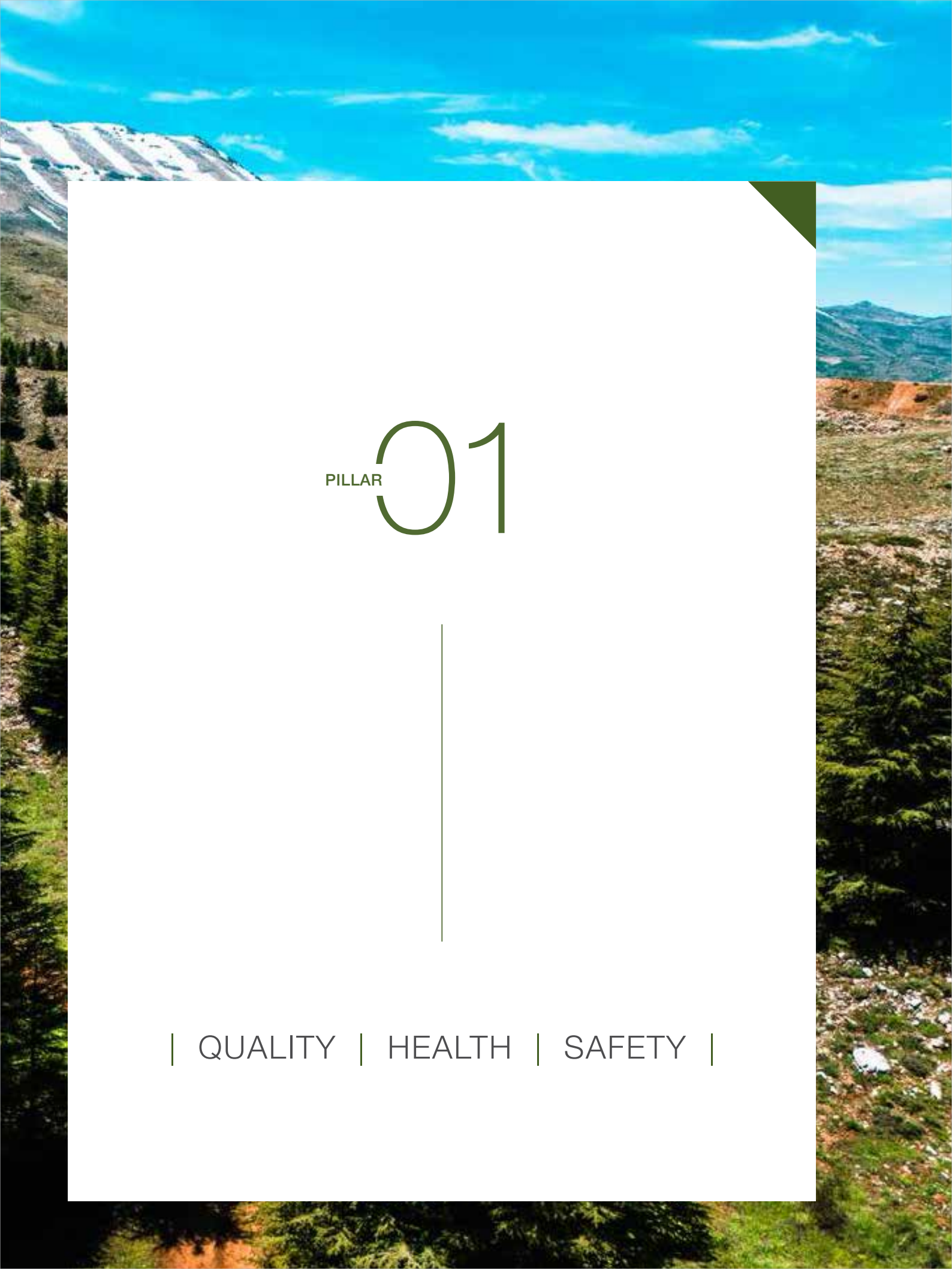
IPT Policies

Departmental KPI

Internal Rules and Regulations

Departmental QHSE Manuals





PILLAR 01

| QUALITY | HEALTH | SAFETY |



“ The QHS pillar achieved a meaningful step forward this year by transforming stakeholders’ dialogue into clear, actionable recommendations for our 2025-2026 roadmap. One key lesson learned is that compliance alone does not ensure excellence; consistent behavior, accountability and field-level ownership are essential. This pillar represents IPT’s commitment to embedding quality, health and safety, and ethical responsibility into daily operations, not only into policies and procedures. ”

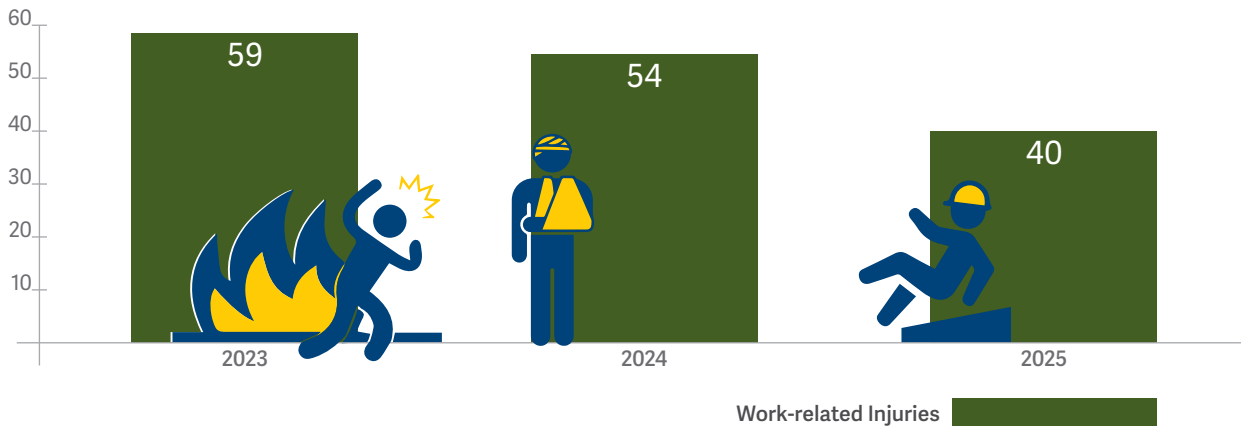
Rizkallah Rizk
QHSE Director



Strengthening Our Safety Performance

In 2025, IPT continued to enhance its Occupational Health and Safety Management System under its IMS, in alignment with ISO 45001 and national regulatory requirements.

In fact, the company has recorded an uninterrupted improvement in safety performance over the past three years:



This represents a 26% reduction compared to 2024 and a 32% reduction compared to 2023, reflecting strengthened preventive measures, enhanced training, and increased field-level accountability.

Occupational Health and Safety Governance

IPT remains voluntarily committed to the safety and well-being of all employees through the implementation of its QHSE Policy under the IMS, and in alignment with ISO 45001 and national regulatory requirements. The company applies proactive measures to prevent fatalities, injuries, property damage, and environmental impact, while continuously improving operational controls and monitoring systems.

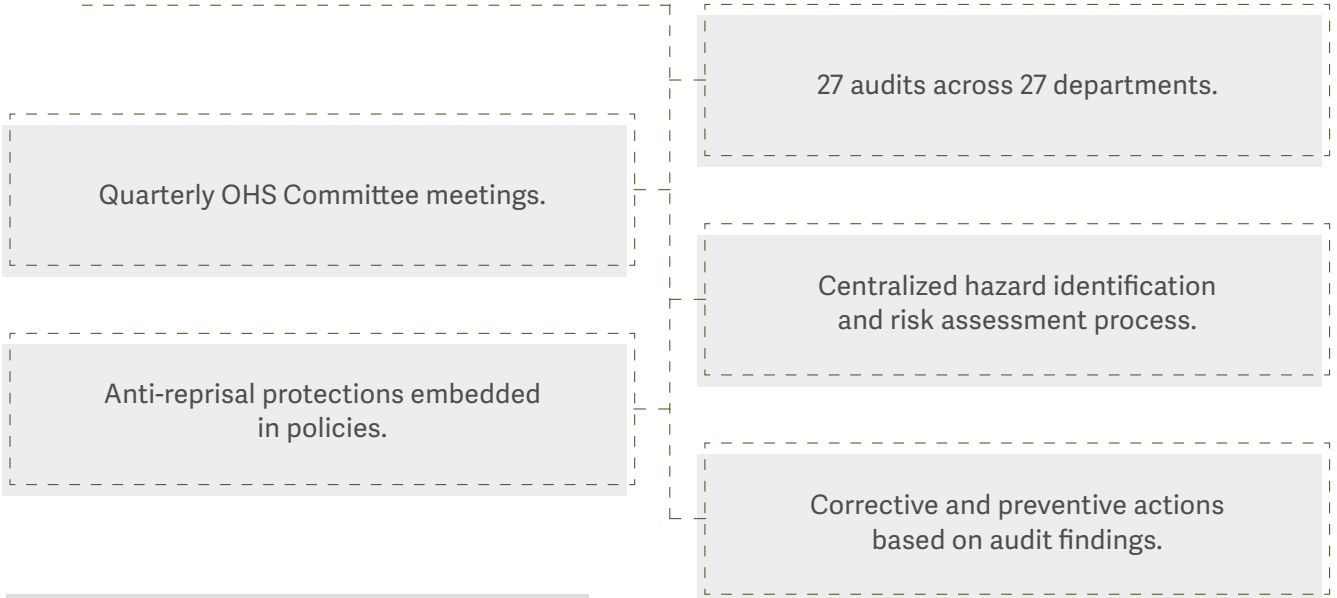
IPT complies with Decree No. 5509 (11/8/1994) which establishes regulatory requirements for liquid petroleum derivative complexes, transport tanks, distribution stations, and the storage and packaging of liquefied fuels.

Hazard identification and risk assessments are conducted systematically across stations, terminals, warehouses and corporate offices. The audit process includes evaluating workplace risks, operational controls, and potential reprisal risks associated with raising concerns. Findings are analyzed and translated into corrective and preventive actions to strengthen safety performance and accountability.

The Joint Occupational Health and Safety Committee, established in October 2024, meets quarterly to review safety performance, address risks and drive continuous improvement across operations. Minutes are documented and circulated to reinforce accountability, proactive planning, employee engagement, and leadership oversight.



2025 OHS Governance Highlights



“ Being a member of the OHS Committee was a valuable experience that allowed me to contribute to a safer and healthier work environment. During my tenure, we conducted incident reviews, implemented preventive actions, and supported continuous improvement initiatives to strengthen overall safety practices. We also ensured that ongoing projects complied with safety rules, taking immediate action when standards were not met, and closely followed up with contractors to enforce adherence. The committee also promoted employee well-being through health and safety programs, conducted risk assessments, organized training and awareness sessions, and fostered collaboration between employees and Management to reinforce shared responsibility for workplace safety. ”

Abed Rahman Lakkis
Safety Supervisor



Worker Participation and Training

IPT actively promotes employee participation in occupational health and safety through structured communication channels, regular training programs, and the Joint Occupational Health and Safety Committee.

Training and awareness sessions are organized to boost understanding of IPT's OH&S policies, hazard identification, and risk assessment processes. Safety scenarios and emergency maneuvers are conducted regularly, with **27 drills completed in 2025**, enhancing preparedness across operations. Internal communication platforms are used to share announcements, procedures, forms and updates, ensuring accessibility of safety information to all employees.



In 2025, IPT continued to invest in structured safety training programs with a view to reinforcing preventive culture across departments. Those included:

- **Health and safety fundamentals**
reinforcing safe work practices and hazard identification.
- **Emergency maneuvers**
27 drills conducted throughout the year.
- **First aid and AED/CPR training**
ensuring the presence of certified first aiders across facilities.
- **Civil Defense and firefighting training.**



Awareness and Training Initiatives

Driver-focused Training

Departmental Safety Training

As part of its preventive safety culture, IPT delivered targeted awareness and training programs tailored to operational roles and department needs, thus enhancing risk awareness and safe behaviors across the organization.

- **New Truck Drivers QHSE Induction**

This training introduced newly recruited drivers to IPT's health and safety standards. It covered safe driving practices, emergency procedures and risk awareness, supporting accident prevention and a safety-first mindset from onboarding.

- **Safe Distribution and Customer Service Training**

Sessions enhanced drivers' understanding of safe distribution procedures and customer interaction practices, contributing to reduced operational risks, improved service quality, and stronger accountability.

- **QHSE Practices – Corporate and Network Sales Teams**

Strengthened awareness of QHSE responsibilities in daily operations, enabling informed decision-making and reinforcing IPT's safety culture across customer interactions.

- **Safe Lifting Practices – Archives Team**

Focused on ergonomic techniques to prevent musculoskeletal injuries, reducing lifting-related risks, and improving personal safety awareness.

- **Safety Training – Maintenance Department**

Covered safe tool usage, hazard identification, and preventive practices during equipment servicing, supporting incident reduction and adherence to safety protocols.

- **Safety and Health – Lubricant ELF Department**

Addressed chemical handling, equipment precautions, and risk prevention, reinforcing personal accountability and proactive safety practices.

- **World Day for Safety and Health at Work – Terminal Training (UAE)**

At the Shajaa Terminal, IPT Energy reaffirmed its commitment to promoting a strong occupational safety and health culture among all employees, in conjunction with the World Day for Safety and Health at Work, by raising awareness on the importance of complying with health and safety procedures, strengthening safe behavior during routine operations and emergency situations, and supporting accident prevention through ongoing training and awareness initiatives.





These targeted initiatives contributed to improved risk awareness, stronger operational discipline, and safer working practices across IPT's value chain, supporting the Group's continued reduction of work-related injuries.





Occupational Health Services

IPT provides occupational health services through its IMS, supported by safe work procedures, operational guidelines, and an active Emergency Response Plan across all facilities. Appropriate Personal Protective Equipment (PPE) is provided to specific workers, and employee well-being is supported through comprehensive medical coverage and preventive health measures.

Occupational Health Key Indicators

- Employees covered by OHS system: 577.
- Employees enrolled in NSSF in Lebanon: 100%.
- Private medical insurance coverage in place.
- Emergency Response Plan active across operations.
- PPE provided to specific workers.



Work-related Injuries and Ill Health

During 2025, IPT recorded a total of 40 work-related injuries among 577 employees, with zero fatalities. Employees worked a combined total of 1,440,192 hours, resulting in a high-consequence injury rate of 5.5. The most common type of injury reported was slips and falls from height.

One case of work-related ill health occurred in May 2025, when a worker experienced dizziness while unloading equipment at the IPT terminal, leading to a fall and back discomfort. Immediate first aid was provided on site, followed by hospital examination. Corrective and preventive actions included reviewing work-rest schedules, reinforcing fitness-for-duty checks, and increasing awareness on early signs of fatigue or dizziness, encouraging employees to report discomfort promptly to supervisors.



**Safety Performance
Key Indicators**



**Extending OHS Across
Our Communities**

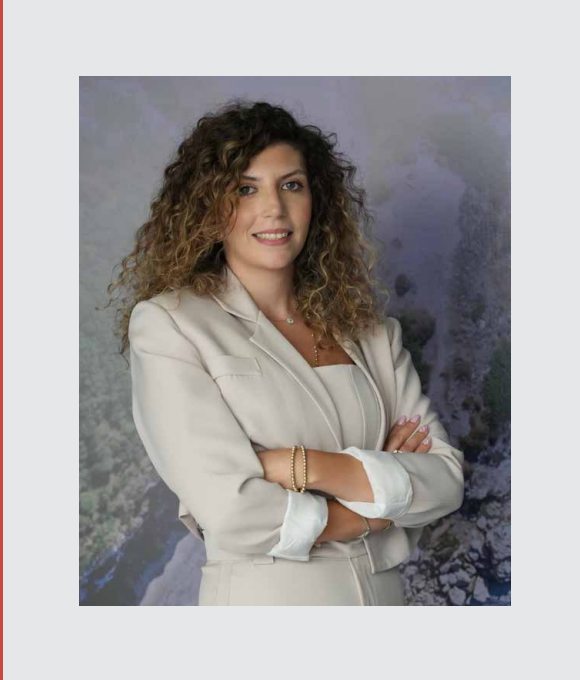
Suppliers are evaluated through compliance questionnaires incorporating OHS and ESG indicators. In addition, the Michel Issa Foundation (MIF) supports community safety initiatives including fully equipped land and marine rescue centers in Amchit.





PILLAR 02

ENERGY AND ENVIRONMENTAL
MANAGEMENT



“ Pillar 2 represents how environmental responsibility is becoming part of our everyday operations and mindset. In 2025, I witnessed strong engagement across teams, growing ownership of environmental practices, and a deeper understanding that sustainability is not a separate initiative; it is how we work. This pillar reflects a collective journey of learning, accountability and continuous improvement, driven by people who care about creating lasting value for both the business and the environment.”

Alexa Maria El Hed
Group Head of Sustainability



Strategic Direction

Energy and environmental stewardship remain central to IPT Group's long-term resilience and growth. In 2025, our focus extended beyond operational efficiency toward systemic impact on accelerating renewable energy deployment, strengthening circular economy practices, expanding sustainable mobility, and mobilizing our network toward collective climate responsibility.

Our approach integrates operational decarbonization, infrastructure modernization, employee engagement, and ecosystem partnerships across Lebanon and the UAE.

Energy Efficiency and Renewable Energy Expansion

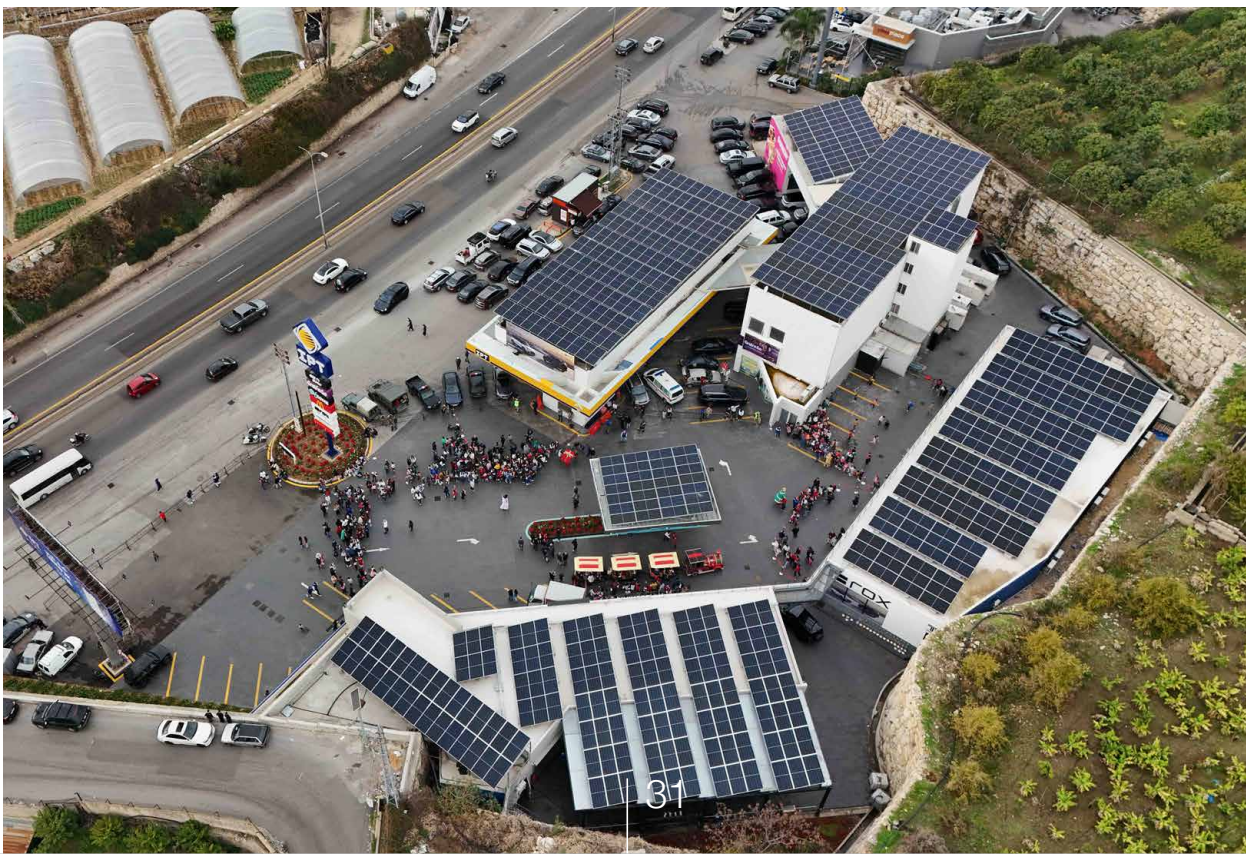
IPT continued its progressive transition toward cleaner energy sources through expanded solar deployment and improved energy performance at operational sites.

KPIs:

- 20 out of 39 LGS stations were equipped with solar systems (51%).
- Up from 33 solar-equipped stations in 2024 (50% of owned stations).

Solar integration reduces reliance on diesel generators, enhances energy reliability, and contributes to long-term cost optimization and emissions reduction. These efforts align with IPT renewable energy priorities and IPT's broader decarbonization roadmap.

Strengthening
Renewable
Integration
Across
Operations





“ From a solar management perspective, this year’s efforts focused on strengthening system performance, expanding integration across sites, and ensuring long-term operational efficiency. Close coordination with technical and operations teams helped maintain high reliability while supporting future growth. Beyond installation, attention was placed on monitoring, maintenance and continuous improvement to maximize energy benefits. These efforts help ensure that solar energy remains a stable and scalable contributor to our overall sustainability objectives. ”

Ricardo Nassour
Power Unit Manager



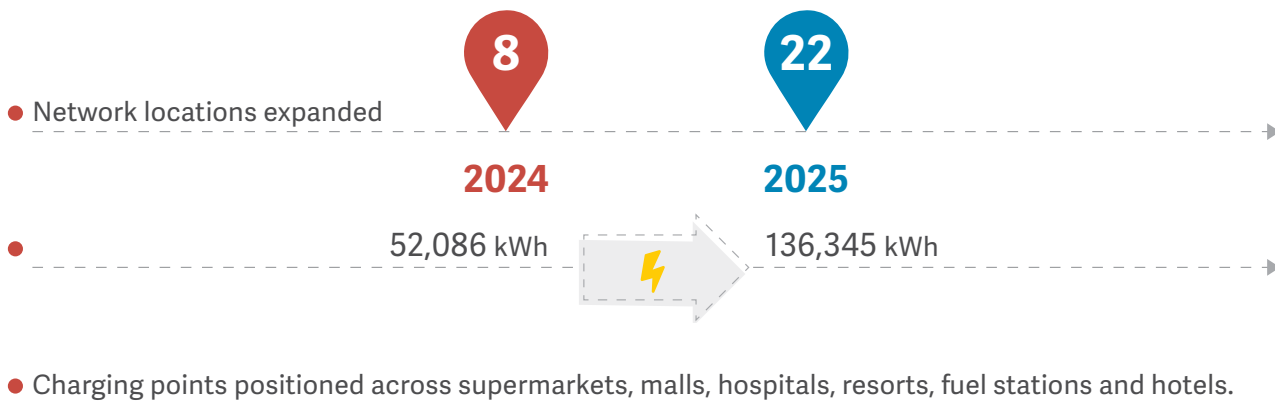
SUSTAINABLE MOBILITY

EVzone Expansion

Building on its commitment to sustainable mobility, IPT Group, together with Phoenix Energy (INDEVCO Group), continues to enhance EVzone, Lebanon’s first national smart EV charging network.

Charging stations are positioned across high-traffic destinations such as supermarkets, malls, hotels and resorts, fuel stations and hospitals improving accessibility and convenience for EV users. As electric mobility continues to gain momentum in Lebanon, EVzone has extended beyond IPT-owned sites through partnerships with a growing host network.

Growing Smart EV Charging Infrastructure in Lebanon



Host partners

Spinneys	Kempinski	Al Bustan Hotel
Hôpital Saint Joseph	Metro Superstore	Portemilio



The expansion from 8 to 22 locations reflects significant growth in EVzone’s national footprint, while the increase in electricity delivered represents a 162% rise in charging activity compared to 2024. This substantial growth indicates a gradual shift from conventional fuel-based mobility toward lower-emission alternatives. By enabling increased EV charging uptake, EVzone supports sustainable mobility and contributes to the reduction of transport-related GHG emissions, in line with IPT Group’s long-term decarbonization objectives.

Although the previously targeted disbursement milestone was not achieved due to infrastructure constraints, deployment progressed steadily. The current 22-location network provides a foundation for accelerated rollout once grid stability improves. EVzone remains a core enabler of transport decarbonization and supports reduced reliance on conventional fuel mobility.





CARBON FOOTPRINT

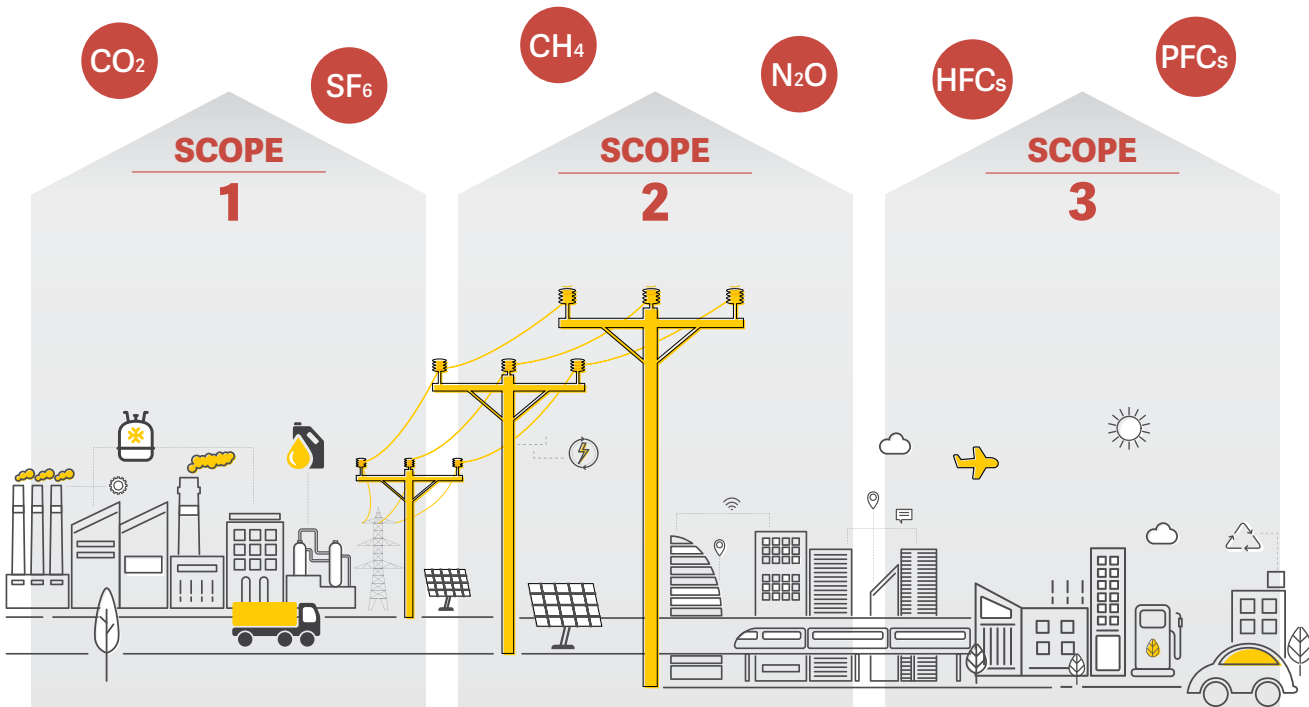
Road to Lower Emissions

IPT completed its third consecutive structured GHG calculation in 2025 in alignment with the GHG Protocol. Emissions are calculated via V4 Advisors using standardized methodologies and verified emission factors.

Moreover, for the second year in a row, IPT received recognition from the Ministry of Environment for structured GHG reporting, further reinforcing transparency and accountability.

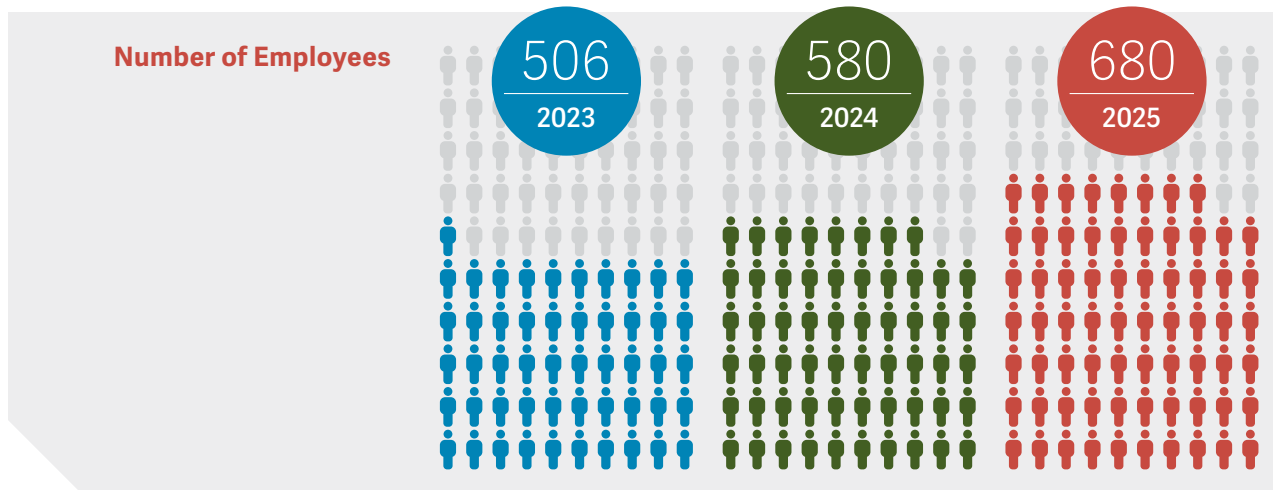
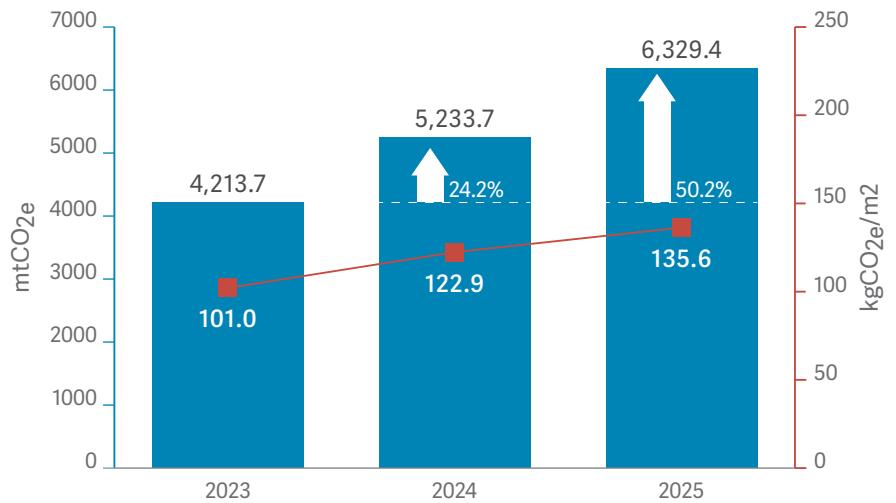
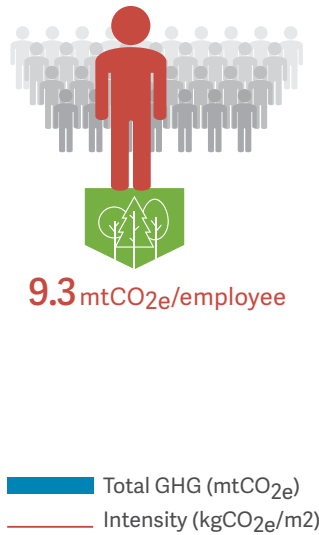
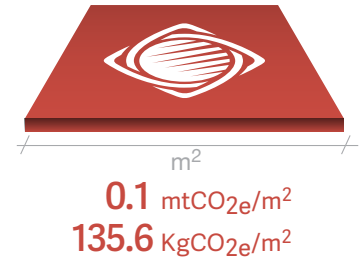


Requirements of the GHG Protocol

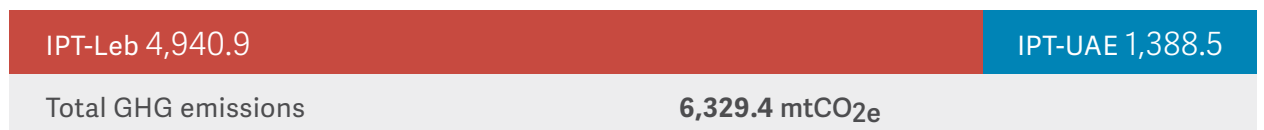




In 2025, IPT Group emitted 6,329.4 mtCO₂e from its 46,674 m² facilities housing 680 employees. On average, this corresponds to 9.3 mtCO₂e per employee and 0.1 mtCO₂e (135.6 KgCO₂e) per m². When compared to the baseline year 2023, total GHG emissions increased by 50.2%. Emissions intensity per area and employee rose by 34.2% and 12.0%, respectively. Figure 3 illustrates total GHG emissions and emissions' intensity per area for 2023, 2024 and 2025.



IPT-Leb has the highest contribution to GHG emissions with 78.1%. The remaining 21.9% are from IPT-UAE, as shown in the figure below. Compared to 2023, IPT-Leb contributed with 89.9% to total GHG emissions, while the remaining 10.1% were from IPT-UAE.

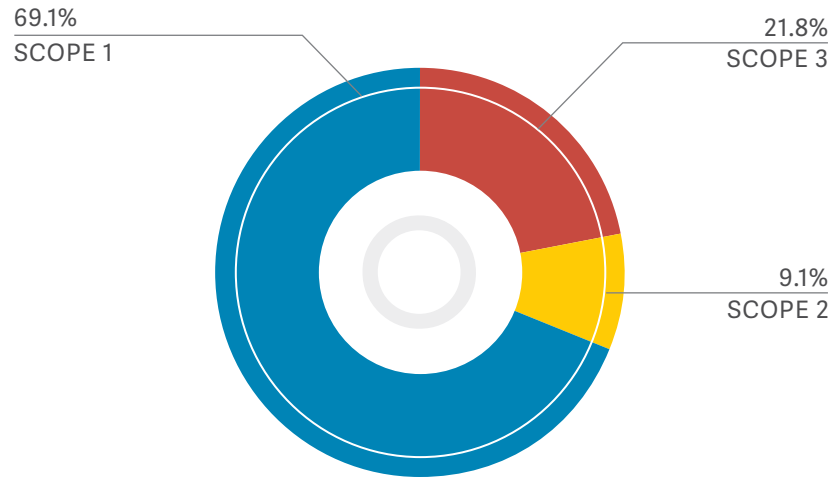




GHG Emissions per Scope

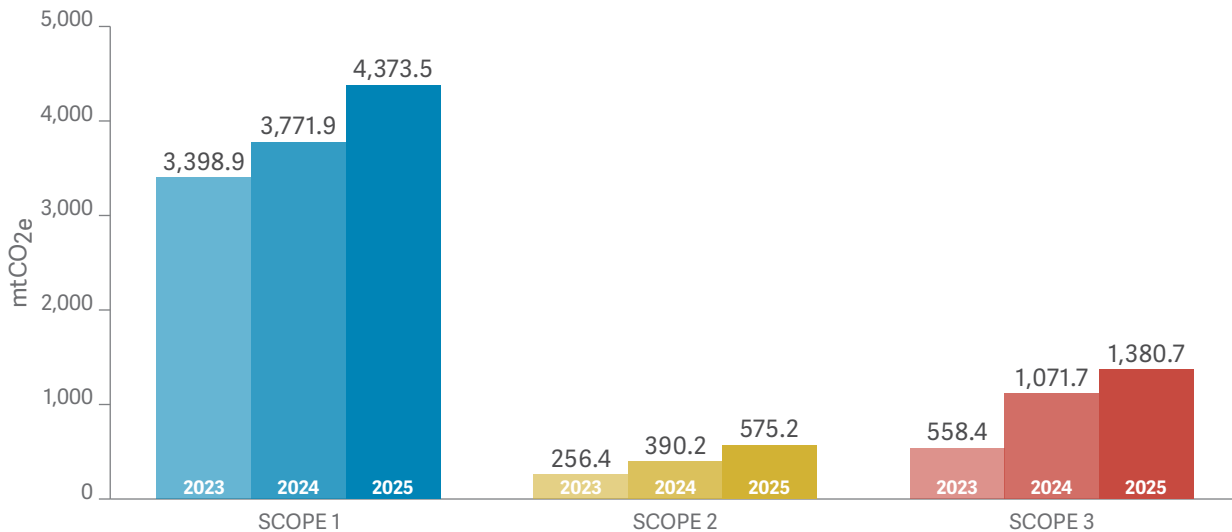
In 2025, Scope 1 emissions, which are direct emissions generated from fleet travel, gases, stationary combustion, lubricant oil, and refrigerant gases, accounted for 69.1% of total GHG emissions. Indirect emissions categorized under Scope 2, primarily from electricity consumption (PPDC and shared generators), contributed with 9.1% to the total. Meanwhile, Scope 3 emissions, representing indirect emissions from sources such as employees' vehicles, business travel, and paper consumption, accounted for 21.8% of total GHG emissions.

Scope Contributions in 2025



Scope Variation between 2025 and the Baseline Year of 2023

When compared to 2023, Scope 1 emissions reached 4,373.5 mtCO₂e in 2025, representing an increase of 28.7%. Scope 2 emissions increased by 124.4%, while Scope 3 emissions increased by 147.3%.

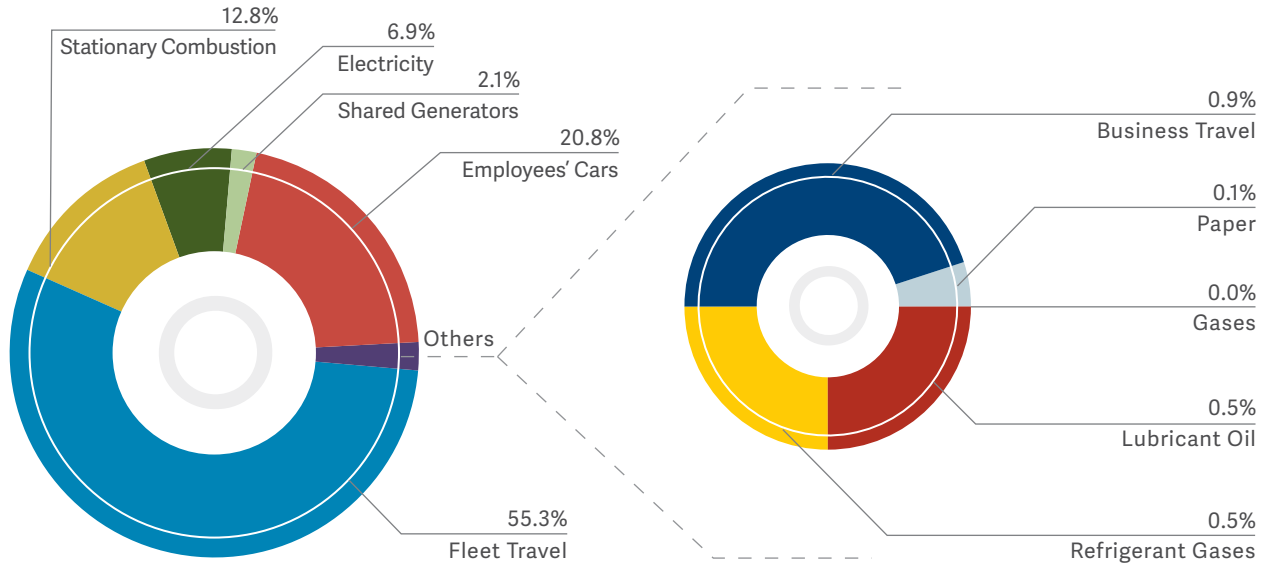


GHG Emissions per Source

At IPT Group, fleet travel accounted for the largest share of greenhouse gas emissions, representing 55.3% of total emissions. This was followed by emissions from employee vehicles, reaching 20.8%, stationary combustion 12.8%, and electricity consumption 6.9%. The remaining 4.2% were attributable to other minor sources, including business travel, lubricant oil, gases, refrigerant gases, and paper consumption.



Sources' Contribution in 2025



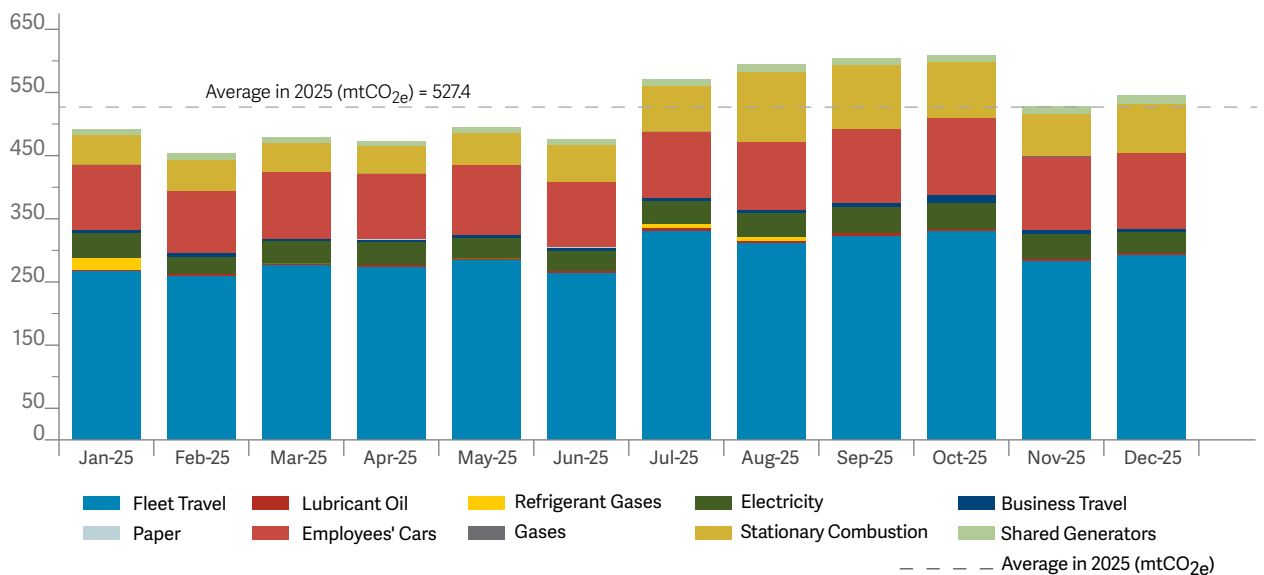
Monthly Variation of GHG Emission per Source

Monthly GHG emissions in 2025 exhibited fluctuations driven by changes in operational demands and environmental conditions. IPT Group recorded average monthly GHG emissions of 5274 mtCO₂e in, with the lowest emissions of 454.7 mtCO₂e in February and the highest emissions of 610.1 mtCO₂e in October.

When comparing the 2025 monthly average of 5274 mtCO₂e to 2023's monthly average of 3511 mtCO₂e, an increase of 50.2% was observed. In 2023, the lowest emissions were recorded in April at 267.0 mtCO₂e, while the highest were observed in August at 426.8 mtCO₂e.

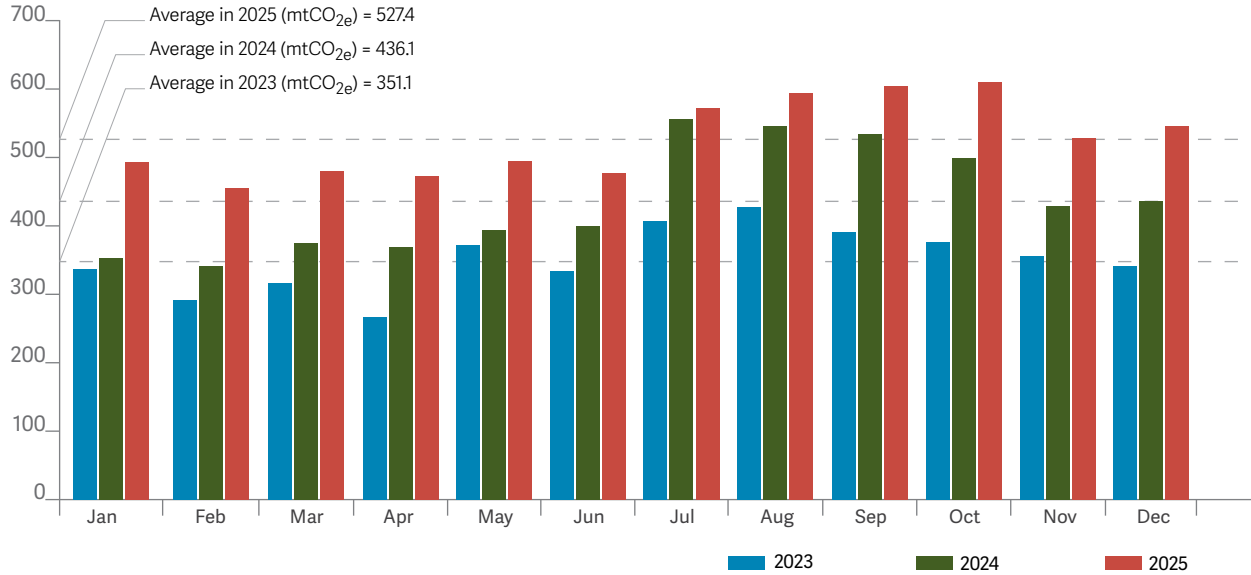
Fleet travel remained the dominant source of GHG emissions, reaching a maximum contribution of 331.2 mtCO₂e in July and a minimum of 259.1 mtCO₂e in February.

Total monthly variation from IPT Group during 2025





Monthly GHG Variation in 2023, 2024 and 2025 with Respective Averages



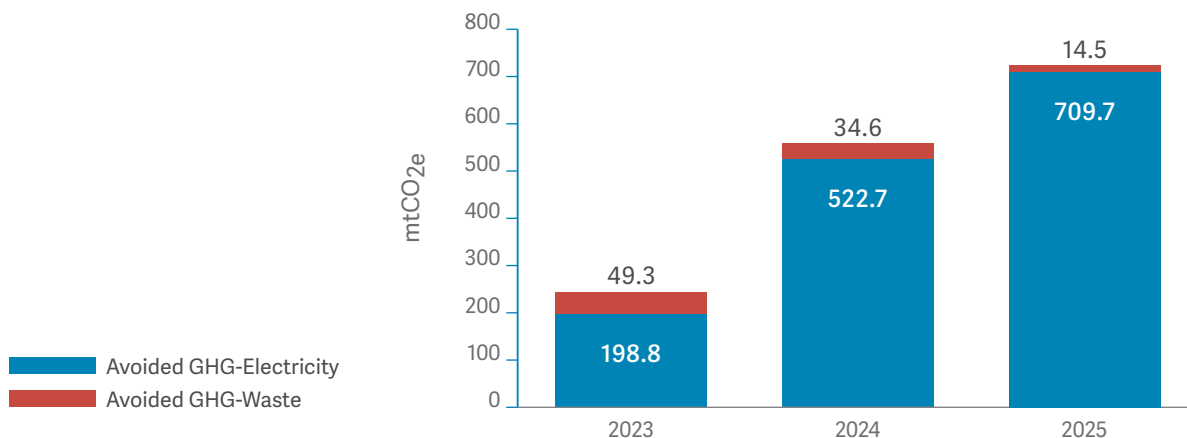
Avoided GHG Emissions

Greenhouse gas (GHG) emissions avoided by IPT Group were exclusively recorded by its premises in Lebanon (IPT-Leb) which continue to reduce emissions by utilizing renewable energy through solar panels and waste recycling.

In 2025, total GHG emissions avoided reached 724.2 mtCO_{2e}, representing 11.4% of the overall GHG emissions. This marks a 191.9% increase in avoided emissions compared to 2023, when only 248.1 mCO_{2e} were avoided.

GHG emissions avoided were from electricity and waste, with 98.0% (709.7 mtCO_{2e}) and 2.0% (14.5 mtCO_{2e}), respectively. Avoided GHG emissions from waste decreased by 70.6% in 2025 compared to 2023 (49.3 mtCO_{2e}), and by 58.1% compared to 2024 (34.6 mtCO_{2e}). Avoided GHG emissions from electricity increased by 256.9% compared to 2023 (198.8 mtCO_{2e}) and by 35.8% compared to 2024 (522.7 mtCO_{2e}).

Avoided GHG emissions by sources in 2023, 2024 and 2025





Avoided GHG Emissions from Renewable Energy

In 2025, IPT-Leb increased its electricity consumption from renewable energy to 1,247,477 KWh, up 307.8% from 2023 (305,891.6 KWh), and 58.2% from 2024 (788,561.8 KWh). This led to an increase of 256.9% (compared to 2023) in avoided GHG emissions from this source (709.7 mtCO₂e).

Accounting for total GHG emissions emitted from the production of power (owned generators, shared generators, and purchased electricity), IPT Group reached 33.8% of total GHG emissions from its electricity profile (only 17.4% in 2023).



GHG Emissions Performance Consolidated View

The increase in consolidated GHG emissions between 2023 and 2025 is primarily driven by the rapid scaling of UAE operations, while Lebanon's figures remained relatively stable. Assessed on an emissions intensity basis, GHG per unit of product volume delivered; intensity remained broadly stable across the period, confirming that efficiency remained proportional to growth.

In the UAE, absolute emissions growth reflects the launch and rapid scaling of the Direct Filling (DF) segment in March 2024, where volumes grew by over 620% between 2023 and 2025, alongside a moderate increase in bulk volumes. To support this expansion, some 19 trucks were added to the fleet over two years, with total distance traveled increasing from approximately 0.28 million km to 1.35 million km, nearly a fivefold increase. This represents a fundamental transformation in operational scale, not a deterioration in efficiency.

Active mitigation measures are in place. A digitized dispatch optimization system, operational since early 2025, incorporates real-time routing, traffic and client location data, and has demonstrably contained emissions relative to what unoptimized fleet growth would have produced. Additionally, the planned opening of a Dubai terminal (DIC) by mid-2026 will meaningfully reduce fleet distances; a deliberate, carbon-informed investment decision aligned with the organization's Net Zero trajectory.

On renewable energy, current DEWA and SEWA regulatory frameworks impose constraints on deployment and grid integration. The organization monitors the evolving landscape, including UAE's large-scale solar investments underway, and is positioned to deploy renewables as thresholds and net metering frameworks allow.

The circa 55% increase in absolute GHG emissions reflects exceptional business growth with stable emissions intensity, active optimization measures, and strategic infrastructure decisions that embed carbon considerations, consistent with a scaling operation managing its footprint responsibly.



RESPONSIBLE WASTE MANAGEMENT

Following ISO 14001 certification (December 2024), IPT reinforced structured waste governance in 2025 through operational controls and measurable KPIs.

Across the year, IPT sustained its focus on reducing waste at the source, improving recycling practices and ensuring responsible disposal to minimize environmental impact. This was supported through ongoing actions such as waste segregation, plastic-reduction efforts, and the safe management of hazardous waste, underpinning a culture of environmental responsibility throughout the organization.

This integration and strong employee uptake have contributed to a reduction in waste generation, while reinforcing a culture of environmental responsibility across the organization.



The exceptional 2024 figures were driven by an internal HQ sustainability competition that encouraged employees to bring in recyclables from home. 2025 figures, by contrast, are more representative of routine operational waste streams. IPT continues to focus on promoting waste segregation practices, as well as a culture of environmental responsibility across its operations.

Waste management at IPT extends beyond recyclables such as cardboard, paper and plastic. Used oil is collected and sold to specialized institutions for proper treatment and valorization, while metal scrap and e-waste are directed to relevant suppliers to support safe handling and, where possible, recovery and recycling. Alongside these streams, IPT ensures the responsible handling of other operational waste through approved recovery and disposal routes. This broader approach reinforces IPT’s commitment to minimizing environmental impact through traceable, responsible waste management practices.



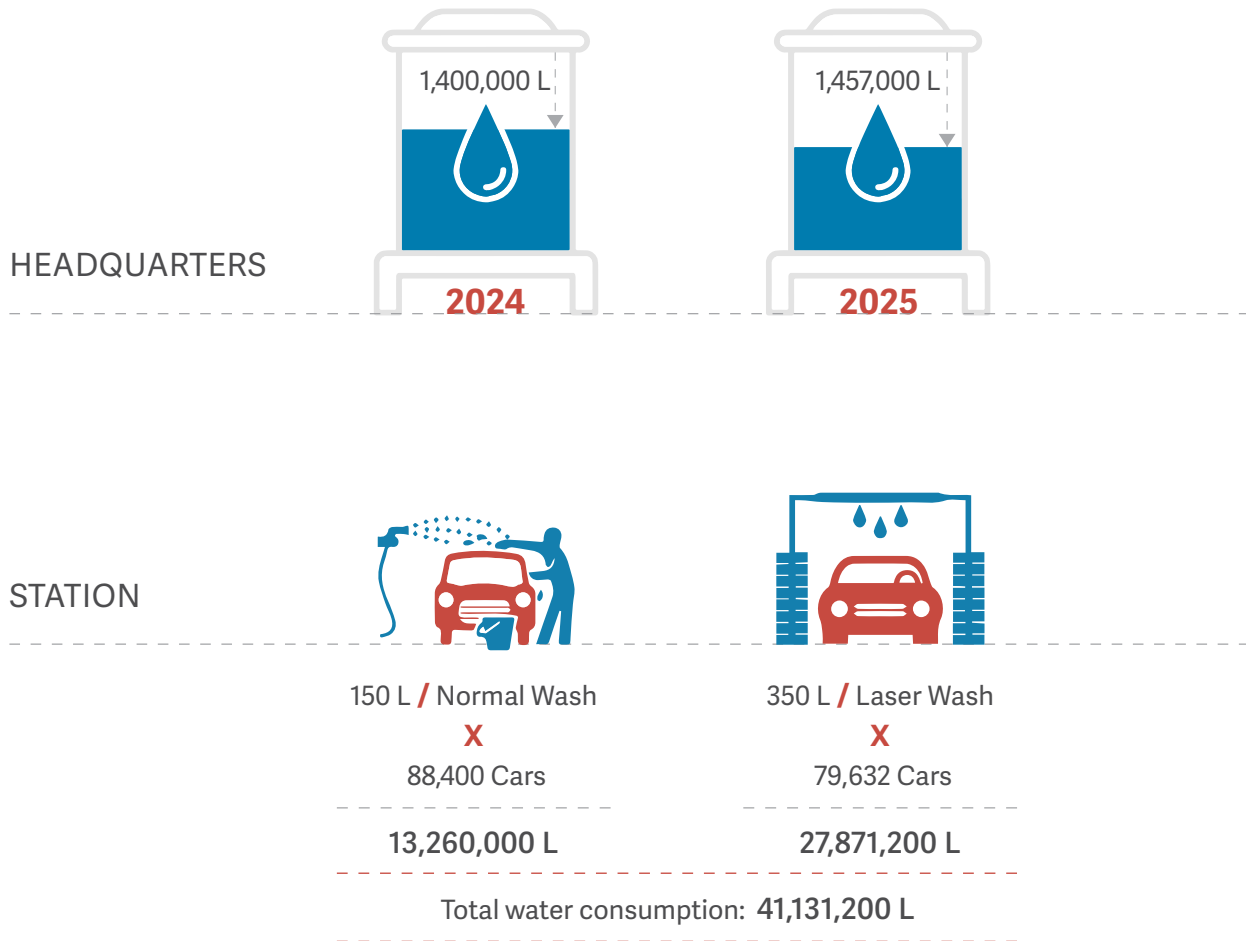
“As a station supervisor, I can say the company genuinely supported us in improving our recycling practices. They organized several trainings and it honestly made a big difference in raising awareness. Now we have three large bins at the station and we sort the waste by type, placing each item in the right bin. In this way, we help support recycling and encourage reuse whenever possible. Over time, this has become part of our daily routine and the whole team is more mindful of this issue.”

Issam Fathi
Sustainable Station Supervisor



WATER STEWARDSHIP

IPT applies a structured methodology to monitor water consumption across facilities.



Consumption is monitored through water cistern procurement records, ensuring traceability and transparent reporting.

Water efficiency remains integrated within ISO 14001 commitments.

Water treatment at some stations supports water reuse, contributing to improved efficiency and reduced environmental impact.



INITIATIVES

National Climate Reporting Contribution

Lebanon’s Biennial Transparency Report – UNFCCC

IPT Group contributed to the development of Lebanon’s First Biennial Transparency Report (BTR1) as well as to the National Inventory Document (NID) 2022 prepared by the Ministry of Environment with the support of UNDP and submitted to the UNFCCC on behalf of the Lebanese government.

IPT was the only energy company private sector contributor engaged in the national reporting process. It provided sectoral data, technical expertise, and operational insights to support Lebanon’s greenhouse gas inventory and transparency obligations under the Paris Agreement framework.

Through this engagement, IPT:

- Supported national climate transparency and accountability.
- Strengthened collaboration between public and private sectors.
- Contributed to evidence-based climate policy development.
- Reinforced its role as a responsible energy transition partner.

This initiative positions IPT not only as a corporate sustainability actor, but also as a contributor to Lebanon’s international climate commitments under the UNFCCC.





Restoring Nature: IPT Forest – Barouk Cedar Reserve

IPT launched the IPT Forest initiative in Barouk's Al Chouf Cedar Reserve, planting 1,000 cedar trees aged 3 years in one of Lebanon's most ecologically significant landscapes. Barouk was selected for its UNESCO-recognized biosphere status, its symbolic importance to Lebanese natural heritage, and its role as a critical biodiversity hotspot.

More than 100 IPT employees actively participated in the planting initiative, reinforcing collective ownership beyond financial contribution. IPT has committed to make annual site visits to monitor tree survival, expand tree planting year over year, and embed nature-based solutions into its long-term carbon management strategy. The initiative directly supports SDG 13 (Climate Action) and SDG 15 (Life on Land), translating carbon responsibility into tangible ecological restoration.



Circular Energy Innovation – Biodiesel Research

Through IPTEC's partnership with the Holy Spirit University of Kaslik (USEK), IPT pursued the enhancement of its biodiesel pilot facility employing used cooking oil. Originally launched in 2018, the initiative has evolved into a university-based applied research platform focused on laboratory studies, student training, and circular fuel innovation.

This collaboration reinforces IPT's contribution to Lebanon's transition toward cleaner alternative fuels while promoting circular resource recovery and applied sustainability education.





Employee and Internal Environmental Engagement

IPT continued to foster environmental responsibility internally through the Green Bingo initiative implemented across Lebanon and replicated in the UAE. Running from Earth Day to World Environment Day, the program engaged 13 teams (around 250 employees) across 25 sustainability challenges covering recycling, energy reduction, plastic reduction, and awareness activities.

In the UAE, Green Bingo was complemented by internal awareness sessions on single-use plastics, and all employees received reusable bottles to encourage sustainable daily practices. Challenges included zero single-use plastic week, carpooling participation, paperless office actions, energy-saving pledges, and waste segregation audits. Collectively, these initiatives reinforced behavioral change as part of everyday work culture.





Network Mobilization – Spillover effect

IPT convened station owners nationwide to align sustainability objectives across its broader network, marking a shift from corporate-led sustainability to network-wide transformation. Discussions focused on renewable energy integration, water efficiency, waste management, and inclusive business practices. This engagement strengthened collective ownership of environmental performance and accelerated sustainability adoption across IPT's operational footprint.



National and Regional Climate Leadership

IPT actively participated in the **UN Global Compact Peer Learning Group on Just Transition**, positioning itself as a private sector climate contributor in Lebanon. Through this platform, IPT contributed to the development of the national **Just Transition White Paper** and engaged with ministries, academia, financial institutions, and private sector stakeholders to advance dialogue on equitable climate action.

The final **Just Transition White Paper** will be formally shared with IPT's leadership and operational teams to review findings, assess strategic implications, and integrate relevant recommendations into the company's sustainability and transition planning.

This report is expected to be launched in 2026, with dedicated technical workshops planned to integrate feedback and findings from stakeholders.

Through this engagement, IPT strengthens its regulatory readiness, climate foresight, and role as a responsible energy transition actor.





Youth and Innovation Platforms

For the third year in a row, IPT co-organized **IBDAA 2025**, the nationwide innovation competition hosted at the American University of Beirut in partnership with the AUB Nature Conservation Center. Held under the theme “Environment in Times of Crisis,” the event brought together more than 300 students from 9 Lebanese universities, alongside 92 professors and 51 judges, to present 90 innovative projects addressing urgent environmental challenges such as upcycling construction waste, reforesting war-affected areas, and strengthening local food security.

By co-organizing this platform, IPT supports youth-driven environmental innovation, providing hands-on mentoring, seed funding, and a judging framework aligned with the United Nations Sustainable Development Goals to ensure that selected ideas evolve into practical, real-world sustainability solutions. As noted by Mrs. Hasmig Khoury, Sustainability Consultant at IPT Group, **“IBDAA is more than a competition; it is a launchpad for responsible innovation at a time when Lebanon needs it most.”** IPT’s growing involvement in **IBDAA** reinforces its commitment to youth empowerment, corporate social responsibility, and building a more resilient and sustainable Lebanon.





Regional Leadership – UAE

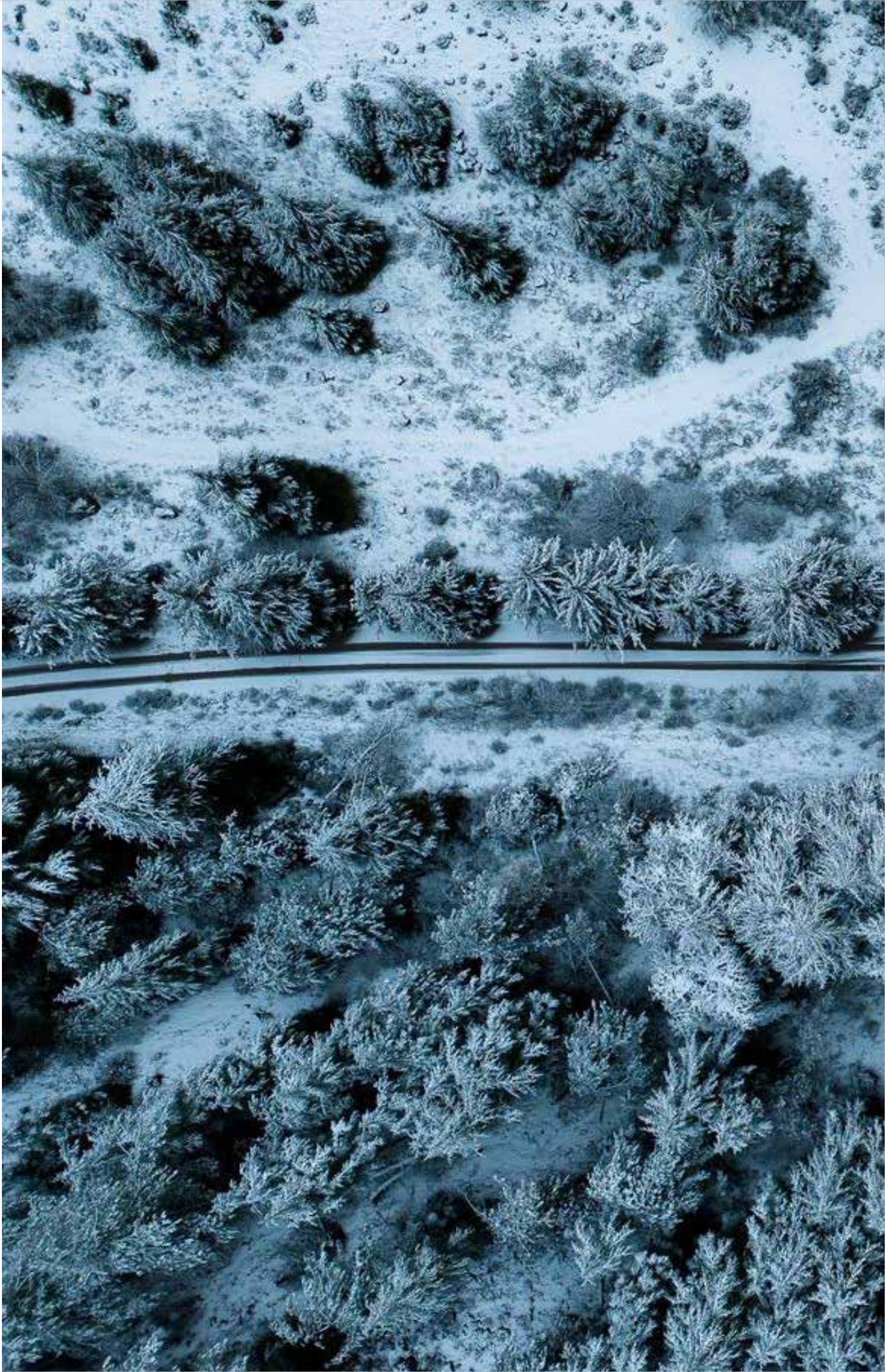
At ADIPEC 2025, Mrs. Aya Issa, Managing Shareholder and Regional Director at IPT Energy, participated in strategic discussions on inclusion, entrepreneurship and resilient leadership in the energy transition. This engagement reflects IPT Energy's positioning in the UAE as a performance-driven, yet inclusive organization, an innovation-oriented energy operator, and a regional actor aligned with the sector's transformation.



Circular Awareness Campaign

On World Plastic Free Day, IPT launched the ELF Bottle Recycling initiative that transformed collected plastic waste into planted greenery across selected stations. This campaign reinforced circular economy principles while advancing SDG 12 (Responsible Consumption and Production), and demonstrated how everyday materials can be reimaged into environmental value by further processing to eventually form new products.

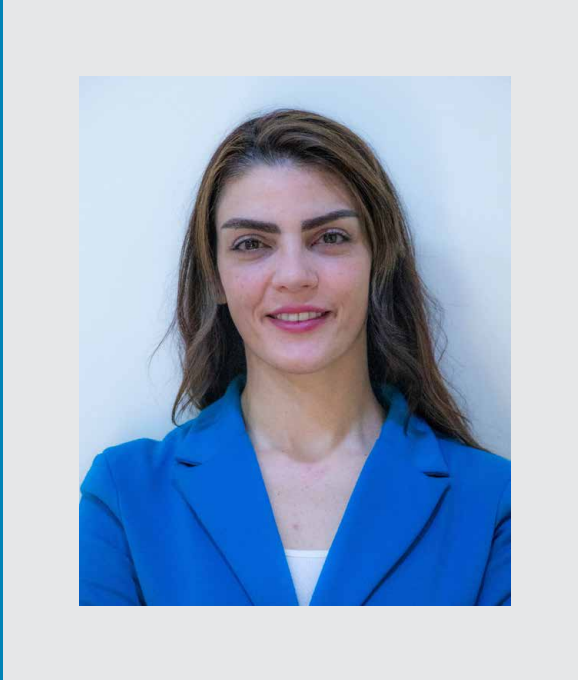






PILLAR 03

ENRICHING LOCAL COMMUNITY



“Empowering local communities lies at the heart of sustainable development and inclusive growth. Michel Issa Foundation plays a leading role in driving impactful initiatives that support community resilience, social cohesion, and economic opportunity. Through its programs, MIF invests in education, cultural preservation, and local economic development, with a particular focus on strengthening local capacities. MIF’s approach emphasizes close engagement with community stakeholders to ensure that interventions are responsive to local needs and create lasting value.”

Edith Hachem
MIF Programs Manager



At IPT, we believe long-term sustainability is strengthened by thriving communities. We continued to invest in targeted, impact-driven programs that support local development and economic resilience in the areas where we operate. Our approach focuses on interventions that enhance essential services, enable entrepreneurship, expand access to education and skills, and reinforce community cohesion.

The [Michel Issa Foundation for Local Development](#) remains the cornerstone of IPT's community engagement, translating commitment into on-the-ground action through structured programs and long-term partnerships. Internally, IPT complements this with the employee volunteering program [Inspire People Together](#) which gives employees the opportunity to contribute to communal and environmental initiatives across three scopes: the elderly, children, and the environment.

IPT's local community programs reached a total of 12,078 beneficiaries, supported by a total budget of USD 131,673.



Michel Issa Foundation



IPT

**INSPIRE PEOPLE
TOGETHER**



COMMUNITY ENGAGEMENT INITIATIVES

ENABLING ECONOMIC RESILIENCE

Building on the success of the previous four editions, MIF launched LIFT 5 in partnership with Vitas Lebanon, reaffirming its dedication to supporting micro-entrepreneurs, low-income households, and young professionals by strengthening livelihood and local economic resilience. During the reporting period, the program expanded its geographic outreach through collaboration with the dioceses of Byblos, Koura, Zgharta and Batroun, enabling wider access to affordable micro-loans and financial guidance for individuals seeking to start or grow income-generating activities.

LIFT 5 supports vulnerable individuals, particularly youth and women, and small entrepreneurs by enabling families to invest in skills, equipment, education or business growth while promoting local economic activity and stabilizing household income. MIF coordinates with parish representatives and outreach partners to collect and assess applications, as well as ensure follow-up, while Vitas Lebanon manages the financing mechanism, approval process, and beneficiary accompaniment.

LIFT 5 reached 86 beneficiaries among whom 50% women, reflecting the program's commitment to inclusive economic empowerment. The strong demand to benefit from LIFT 5 continues to demonstrate the urgent need for accessible financial tools amid Lebanon's economic challenges. Thus, the program remains a practical mechanism for improving livelihood and strengthening self-reliance.





“ My name is Zeina Semaan. I am a veterinarian, and I opened my own clinic in 2021. Thanks to the loan provided by MIF and Vitas, I was able to grow my business, support animal health, and help reduce the spread of diseases transmitted from animals to humans. ”

“ My name is Nadine Chedid and I am the owner of Abou El Joun Guesthouse in Batroun. As young entrepreneurs, instead of emigrating, we choose to invest locally. Thanks to the loan granted by MIF and Vitas, we were able to renovate and upgrade our guesthouse, and contributed to encouraging tourism in Lebanon. ”



INVESTING IN EDUCATION AND SKILLS

Beyond the Classroom I and II

MIF continued to boost inclusive education through its Beyond the Classroom initiative which brings free extracurricular activities to students at the Public School of Byblos. The program provides opportunities for personal growth and development that were previously inaccessible to many students in the public school system, and ensures equal access to all students, regardless of socio-economic background.



In 2025, Beyond the Classroom II expanded the program's impact by adding skill-based workshops for mothers, recognizing the broader role of family support in sustaining educational outcomes. While children participated in activities such as dance and theatre, robotics, mental arithmetic, football and basketball, mothers were offered trainings in practical skills such as make-up techniques, skincare essentials, and chocolate making for home-based production, supporting potential income generation and household resilience. Through this approach, the initiative strengthened student well-being while empowering families at the same time.





“ These activities brought our students immense joy, hope and motivation, making them feel truly valued and supported. Your kindness and dedication have left a lasting impact on our students, as well as on their families and the entire school community.”

Mrs. Nof Mansour
Jbeil First Official School Director

“ I transferred to Jbeil First Official School so I could join the activities because my family could not afford them elsewhere. Being here makes me very happy and the activities make me feel included, confident and proud of my school.”

Marcel Khoury
Grade 7 student



PROMOTING ENVIRONMENTAL EDUCATION

EcoClubs by LRI and MIF

In partnership with the Lebanon Reforestation Initiative (LRI), MIF supported the establishment of 7 EcoClubs across 7 schools in Lebanon, encouraging youth-led environmental initiatives within school communities. Students got the chance to implement practical activities in their schools, such as recycling initiatives and creating/maintaining green spaces. The program included a one-day conference and a one-week summer camp, allowing students from participating schools to share experiences, lessons learned, and ideas.

This initiative reflects MIF's commitment to advancing education and environmental stewardship by empowering youth as active change-makers and strengthening long-term environmental awareness.



“ Being President of the EcoClub was honestly such a big part of my growth. It showed me what real leadership looks like: not just planning activities, but listening to people, working through challenges, and turning simple ideas into something that makes a difference in our community. I realized that leading is more about motivating others and setting an example than just being “in charge”. This whole experience has helped me grow a lot. Not just as a leader, but as a person. It made me even more motivated to keep working toward positive environmental change. ”

Sandrine Kassis

17 years old, grade 12 student, Collège des Sœurs du Rosaire, Blat Jbeil



“ Joining the EcoClub was one of the best decisions I have ever made. It taught me teamwork, leadership skills, and the importance of how small actions can make a big difference, especially toward nature. I am so thankful I joined because I got to meet wonderful new people from other EcoClubs.”

Yorgo Daher
Grade 12 student, Collège de La Sagesse, Jdeideh

STRENGTHENING LOCAL IDENTITY AND HERITAGE

Amchit in History Conference

As part of its mission to foster sustainable local development rooted in cultural and historical awareness, MIF collaborated with the Lebanese Historical Association to organize the academic conference Amchit in History: A Historical Reading of Geography, Society and Institutions. Held in Amchit, the conference featured 4 academic sessions with 14 historians and researchers presenting original papers based on primary sources.

The initiative concluded with key findings and recommendations, and will culminate in the publication of a comprehensive academic book, contributing to cultural preservation and strengthening local identity as a pillar of development.





BUILDING PARTNERSHIPS FOR REGIONAL DEVELOPMENT

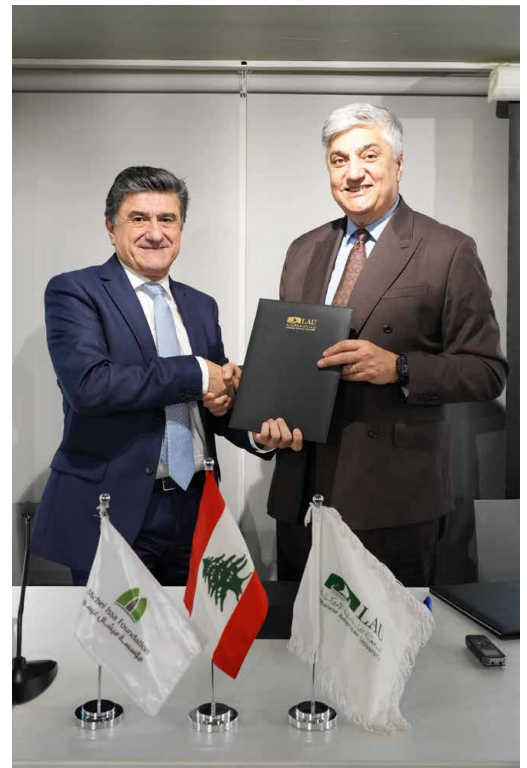
LAU x MIF

MIF signed a memorandum of understanding with the Lebanese American University (LAU), establishing a framework for cooperation in research, capacity building, and evidence-based policy engagement, with a focus on sustainable development challenges in the Jbeil district. MIF and LAU mutually organized the Regional Development Workshop for the Jbeil district, bringing together stakeholders from municipalities, ministries, NGOs, private sector entities, academic institutions, and community organizations.

Discussions focused on 5 thematic areas:

- Community well-being
- Heritage, tourism and creative economies
- Living landscapes and livelihood
- Connected territories and services
- Innovation and entrepreneurship

Outcomes included the development of a district-level policy brief, strengthened stakeholder coordination, and a roadmap for implementation.





INFRASTRUCTURE FOR SAFETY

Ensa Joura III

MIF renewed its partnership with Murr TV (MTV) and Dialogue and Sustainable Development (DSD) to launch Ensa Joura III, continuing road safety improvements through pothole repairs and targeted road interventions across towns in the Jbeil district. The renewal of this initiative reflects the sustained impact of prior phases — supporting safer commutes, reducing daily risks, and strengthening collaboration with municipalities to maintain essential infrastructure.



“ In Amchit, several potholes had become a serious safety concern. They were poorly maintained, made the streets look neglected, and were increasingly causing traffic incidents while also damaging cars passing through the area. We would like to thank MIF for organizing the *Ensa Joura* initiative which helped close and repair these potholes and improve road condition. This project made a visible difference: it enhanced the look of our streets, improved driving conditions, and most importantly, helped protect young people and residents in the community. ”

Amchit Municipality Member



CULTURAL AND COMMUNITY INITIATIVES

MIF supported a range of community-based and cultural initiatives, reflecting a comprehensive approach to local development. These included supporting children's well-being through Colonie du Roi summer camp in Amchit, reinforcing dignified elderly care through St. Rafka's fundraising dinner, and sustaining cultural identity through events such as the Al Mada concert (Charbel Rouhana) and the Christmas Concert (QOLO Choir).

MIF also supported access to education and child protection through Jeel Education and the Kids First Association. In addition, it contributed to local creative expression through the Amchit Theatre Workshop, and strengthened community resilience by supporting Civil Defense and Caritas Lebanon. Through these initiatives, MIF pursued its efforts to invest in social cohesion, dignity and shared community life.

Community Celebration and Inclusion: Christmas Joy at Amchit 77

IPT hosted a Christmas celebration at IPT Amchit 77, welcoming more than 700 children from 4 NGOs for a day designed around inclusion, joy and shared community spirit. The station was transformed into a festive space featuring a Christmas train, cartoon characters, a parade, music and a dedicated Santa's corner where each child received a gift and a memorable experience. Rooted in the values of giving and community engagement, this initiative reflects IPT's commitment to creating meaningful social impact beyond its core operations.



Empowering Youth through Innovation, STEM and Sustainability

IPTEC marked its fourth consecutive sponsorship of the World Robot Olympiad (WRO) Lebanon, supporting youth engagement in robotics, teamwork and technical learning. The event welcomed more than 550 students from over 100 schools. As part of this year's edition, IPTEC introduced a Sustainability Award to encourage eco-focused innovation and link technical creativity with real environmental challenges.





National AI Conference and AI Bus Tour

IPT supported Lebanon’s national Artificial Intelligence Conference and contributed to the AI Bus Tour initiative, designed to make AI accessible through demonstrations and real-world applications across cities. This engagement aligns with IPT’s broader direction toward digital transformation and future-ready systems, while supporting inclusion, access and national innovation.



Fabriano x IPTEC Youth Art Exhibition

IPTEC and Fabriano held their annual youth art exhibition under the theme “Vers un Liban plus vert et plus durable!”, marking 10 years of partnership. Over 7,000 students participated in the IPTEC theme, following which 150 winning artworks were exhibited at the Charles Corm Foundation. Through this initiative, IPT continues to promote environmental awareness through creativity and youth engagement.





VOLUNTEERING INITIATIVES

Employee Volunteering: Inspire People Together

Launched in 2024, IPT's Inspire People Together volunteering program continued in 2025 as a structured platform enabling employees to contribute to community and environmental initiatives involving the elderly, children and the environment. Participation increased from 34 employees in 2024 to 52 employees in 2025, reflecting growing internal engagement and a stronger giving culture.

Water Conservation Experience on World Water Day – Mseilha Dam

To celebrate World Water Day, IPT organized a field volunteering visit to the Mseilha dam to reaffirm the Group's commitment to environmental responsibility and community engagement. Volunteers attended an expert-led briefing on the role of the dam and the challenges of sustainable water management under climate change, followed by a guided walk along the Mseilha trail, with views of the historic fortress, marking an undeniable link between environmental awareness and cultural appreciation.



Spreading Joy and Inclusion – Eye-Park with Lumière et Foi

IPT volunteers joined Lumière et Foi in spending a meaningful day at Eye-Park in Byblos, alongside individuals with special needs. The initiative reflected IPT's commitment to inclusion, empathy and mutual respect, creating a shared space of connection, joy and dignity.



Blood Donation Campaign – Army Day (Amchit Municipality)

On 1 August 2025, in honor of Army Day, IPT volunteers joined a blood donation campaign organized by Amchit municipality and hosted at Amchit Club with a view to boosting national blood supply and promoting solidarity with those who serve and protect. By contributing directly to community health preparedness, the activity reflected IPT's belief that responsible citizenship can be expressed through practical, life-saving action.





Inclusive Learning and Sustainability Engagement – AI Younbouh Association

IPT welcomed 50 students from AI Younbouh Association for an educational volunteering day linking awareness on sustainability and real-life practice. The visit included a hands-on recycling workshop at IPT’s headquarters, an operations tour at IPT Amchit 77, and a shared lunch, all of which reflect IPT’s commitment to inclusion, learning and community engagement.



Robotics Workshop Mechehlen Monastery Children

IPT volunteers joined children from Mechehlen monastery for an interactive robotics workshop. The session introduced basic concepts through hands-on activities, encouraging teamwork, curiosity and confidence-building in a supportive learning environment.



VOLUNTEER'S TESTIMONIALS



“I’ve had the chance to be part of this volunteer program since it was first launched at IPT, and I can genuinely say that I strongly believe everyone should join. These experiences don’t just create impact on the spur of the moment; they help us grow personally and professionally. That’s how real change starts: one action, one conversation, and one person at a time.”

Marie Issa



“ Participating in a volunteering activity for the first time through *Inspire People Together* gave me a kind of happiness and hope that is hard to describe. It reminded me that giving back is not only about helping others; it also changes something in us. It reconnects us with purpose, strengthens our empathy, and makes us feel part of something bigger than our daily routines. ”

Michelle Matta

“ I had always been afraid of donating blood and had avoided it for years. When this initiative was launched, I decided to challenge myself and finally face that fear. The experience was much easier than I had imagined, thanks to the supportive medical team and volunteers. Most importantly, I felt proud knowing that such a simple act could help save a life. It was a small step, but one that made a meaningful difference — not only for others, but for me personally. ”

Cynthia Nasr





PILLAR 04



HUMAN CAPITAL EXCELLENCE



“ At IPT, we see our people as the driving force behind our long-term success. Human capital is not only about policies or processes; it is about creating an environment where individuals feel valued, empowered and aligned on a shared purpose.

We have learned that resilience and performance grow when we invest in our teams, encourage continuous learning, and build a culture rooted in fairness, accountability and respect. By aligning individual growth with organizational strategy, we ensure that sustainability is not only embedded in our operations, but reflected in how we lead, develop and support our people.”

Paul Kaddissi
People and Culture Director



Remuneration, Performance Alignment, and Fair Pay Practices

IPT Group applies structured human capital and remuneration practices to ensure fairness, compliance and performance alignment across its operations. Remuneration frameworks are country-specific and supported by job evaluation, market benchmarking, and internal governance processes designed to promote accountability and sustainable value creation.

In Lebanon, fixed salaries are determined through a structured job evaluation methodology supported by local and international benchmarking. The benchmarking study was successfully executed and thoroughly reviewed during the year, including analysis of key findings, identified gaps, and areas for improvement. Based on this review, insights and recommendations will be formally embedded into next year's HR initiatives through aligned policies, enhanced processes, KPI adjustments, and targeted talent and organizational development actions to ensure measurable impact and continuous improvement. Senior roles are assessed based on responsibility scope, problem-solving complexity, and accountability. Employment-related benefits, including termination payments and retirement provisions, fully comply with Lebanese Labor Law and National Social Security Fund (NSSF) requirements. Compensation ratio trends are monitored, with the annual compensation ratio reaching 0.9% in 2025 compared to 0.65% in 2024, reflecting stable and equitable pay structures.

In the UAE, salary ranges are defined by grade using UAE market comparators and international benchmarks. Annual salary increases are planned within HR budgets and implemented subject to Management approval and in accordance with UAE Labor Law. Senior Management remuneration is linked to overall performance, compliance, people management, and responsible business practices. While remuneration governance is currently internally managed by HR and Senior Management, IPT is in the process of formalizing remuneration policies to further strengthen alignment between leadership performance and sustainability objectives.

Across both Lebanon and the UAE, Senior Management performance targets are defined across three integrated levels: short-term objectives at officer level, mid-term departmental goals, and long-term strategic targets managed through IPT's Human Resource Information System (HRIS) framework. This structure ensures alignment between individual performance, departmental priorities, and organizational strategy. Salary reviews are based on multiple criteria, including individual achievements, performance appraisals, role evolution, and employee mobility, ensuring fair and performance-driven compensation practices. IPT does not employ part-time staff in either country, and overall remuneration practices are designed to support sustainable value creation, accountability, and employee satisfaction across the Group.



Employee benefits provided across operations include:



IPT ensures that entry-level wages remain aligned with market standards, maintaining equitable female/male compensation ratios based on basic salary.

To support transparency and accountability, IPT communicates policies through multiple channels. Policies are accessible via the company website and complemented by email communications and direct verbal engagement to ensure shared understanding across the organization.

In 2025, 50% of Senior Management positions in Lebanon were filled by local hires (4 out of 8 roles), reinforcing IPT’s commitment to local talent development. In the UAE, as a foreign entity, no Senior Management positions were filled through local community hiring.



Diversity, Non-discrimination and Child Labor Prevention

IPT Group promotes a diverse, inclusive and respectful workplace, and applies a zero-tolerance approach to discrimination across its operations.

In Lebanon, this commitment is formalized through the Employee Handbook and reinforced by a Whistleblowing Procedure that enables employees to report concerns in good faith, without fear of retaliation. The mechanism covers unethical behavior, discrimination, breaches of policies, and internal control weaknesses. These policies are communicated through internal platforms and during employee onboarding to ensure awareness and accessibility.

In the UAE, while a stand-alone whistleblowing policy is currently under formalization, employee concerns and ethical matters are managed through the Employee Handbook which is provided upon joining the company and acknowledged by signature. The organization is in the process of further strengthening its formal governance framework to ensure consistency across jurisdictions.

Across operations, no incidents of discrimination were reported or identified during 2025, and therefore no corrective actions were required. Preventive measures remain focused on fostering openness, respect and clear communication throughout the organization.

Regarding child labor prevention, IPT maintains strict expectations aligned with national labor laws and international standards. No child labor incidents were recorded during 2025. One exception was identified on the ELF project involving a subcontracted worker identified as underage. Upon identification, the individual was immediately removed from the site and corrective action was taken to ensure full compliance. This case reinforced IPT's monitoring controls within its operational oversight processes.



Workforce Composition, New Hires and Turnover

	F	M	Total		F	M	Total	Turnover
New hires			132	Leavers			74	13%
Below 30	14	63	77		6	10	16	3%
30-50	2	46	48		8	44	52	9%
Over 50	1	6	7		1	5	6	1%
Total	17	115	132		14	59	74	13%

In 2025, IPT recorded **132 new hires** and **74 employee departures**, resulting in an overall **turnover rate of 13%** and representing a significant improvement compared to **24% in 2024**.

The reduction in turnover was driven by insights gathered through structured exit interviews, which enabled IPT to identify and address key concerns related to career visibility, benefits and role clarity. Based on these findings, the Group strengthened its recruitment and selection strategy, enhanced employee benefits, and introduced a clear career growth matrix supported by consecutive assessment meetings with directors, leading to the implementation of a structured succession planning process.

In parallel, detailed job analyses were conducted for requested positions, and daily activity reporting was introduced to clarify role distribution across directorates. IPT also increased its presence in job fairs and leveraged social media channels to strengthen employer branding and talent attraction.

Collectively, these measures contributed to improved employee engagement, stronger organizational alignment, and enhanced retention outcomes in 2025.

Lebanon Workforce Distribution – Joiners and Leavers by Region

Region	Joiners				Leavers			
	Lebanese	Bangladeshi	Egyptian	Syrian	Lebanese	Bangladeshi	Egyptian	Syrian
Akkar	5				3			
Batroun	4				3			
Baabda	3							
Beirut	1				1			
Jbeil	34	52	5	2	24			
Keserwan	11				7	19	1	
Koura	2				3			
Metn	8							
Nabatieh					1			
Tripoli	4				12			
Zgharta	1							
Total	73	52	5	2	54	19	1	0
	132				74			



In 2025, IPT Lebanon recorded the highest number of new hires in Jbeil, reflecting IPT’s operational presence in the area and its commitment to local community hiring.

The majority of new hires were Lebanese nationals (73), followed by Bangladeshi (52), Egyptian (5), and Syrian (2) employees, highlighting IPT’s operational reliance on both local and migrant labor across technical and station-based roles. Similarly, departures were concentrated among Lebanese (54) and Bangladeshi (19) employees.

This regional distribution reflects IPT’s commitment to supporting local employment where possible, while maintaining operational continuity through a diverse workforce. Workforce planning continues to be guided by operational demand, skill requirements, and compliance with national labor regulations.

UAE WORKFORCE MOVEMENT

Employee Joiners and Leavers by Gender



In 2025, IPT UAE onboarded 60 new employees (47 males and 13 females) and recorded 18 departures (13 males and 5 females), reflecting continued workforce expansion aligned with business growth in the UAE market.

Joiners and Leavers by Age Group

	Joiners		Leavers	
	M	F	M	F
Below 30	21	6	4	1
30-50	23	7	7	4
Over 50	3	-	2	-
Total	47	13	13	5

Most workforce movement occurred within the 30-50 age group, reflecting IPT UAE’s focus on recruiting experienced professionals while maintaining balanced age representation across operational and administrative roles.



Joiners by Nationality

Nationality	Male	Female
Lebanon	–	5
Jordan	1	–
India	23	3
Egypt	2	–
Pakistan	16	–
UAE	–	3
Sri Lanka	–	1
Syria	2	–
Nepal	1	1
Palestine	1	–
United Kingdom	1	–
Total	47	13

Leavers by Nationality

Nationality	Male	Female
Lebanon	–	2
Jordan	1	–
India	5	–
Egypt	1	–
Pakistan	5	–
UAE	–	1
Sri Lanka	–	1
United Kingdom	1	–
Philippines	–	1
Total	13	5

IPT UAE continues to operate with a highly multicultural workforce, with employees representing more than **10 nationalities**, reflecting the organization’s inclusive recruitment approach and alignment with UAE labor market dynamics. Recruitment remains primarily concentrated within technical and operational roles, supported by regional and international talent pools.

The controlled level of departures relative to new hires reflects IPT UAE’s growth phase, supported by strengthened onboarding, role clarity, and engagement initiatives aimed at building stability and long-term retention.

Parental Leave and Return to Work

In 2025, a total of **13 employees** across IPT were entitled to and took parental leave, distributed between **7 females and 6 males**. All employees who took parental leaves successfully returned to work following the completion of their leave period, resulting in a **100% return-to-work retention rate**.

This outcome reflects IPT’s commitment to supporting working parents through inclusive workplace policies, fostering continuity of employment and promoting work-life balance across its operations.



Employee-Management Communication Practices

IPT maintains structured and transparent communication channels to ensure that employees are informed in a timely manner about organizational developments, operational changes, and matters affecting their employment.

Lebanon Operations

Communication timelines are applied as follows:

Holidays and Events

- Standard holidays are announced **3 days in advance**.
- Special events are communicated **10 days to 1 week in advance**.

Organizational Changes

- New structures or organizational changes are communicated **upon official release**.

Memos and Announcements

- Routine memos are shared **upon release**.
- Significant announcements, including policy updates or procedural changes, are communicated **upon release** to ensure immediate awareness.

UAE Operations

In alignment with local regulatory requirements and internal communication practices:

Holidays and Events

- Public holidays are set annually by the UAE government and communicated internally, with reminders issued **3 days in advance**.
- Special events are announced **5 to 7 days in advance**.

Organizational Changes

- New structures or organizational changes are communicated **upon release**, where applicable.

Memos and Announcements

- Routine memos are shared **upon release**.
- Significant announcements, including policy or procedural updates, are communicated **upon release**.

Through these structured communication practices, IPT ensures consistent information flow, operational transparency, and employee awareness across both Lebanon and UAE operations, supporting engagement, alignment and organizational continuity.



Training and Development

IPT continues to invest in employee learning and capability development as a core pillar of Human Capital Excellence. Training initiatives in Lebanon during 2025 focused on strengthening operational skills, leadership competencies, safety awareness, and technical knowledge across all employee categories.

The average training hours per employee in Lebanon reached 1.81 hours, reflecting targeted learning interventions aligned with job roles and operational needs. Female employees recorded an average of 2 training hours, compared to 1.66 hours for male employees, demonstrating access to development opportunities across genders.

Training hours varied by job category, ensuring role-specific capacity building:

Gender/Category	Average Training Hours
Per Employee	1.81
Female	2.00
Male	1.66
Officers	1.93
Senior officers	2.05
Managers/Assistant Managers	2.01
Directors	2.00
Collectors	2.08
Drivers/Helpers	1.28
Mechanical engineers	1.94
Station workers	1.12
Station controllers	1.48

These figures reflect IPT's approach to delivering practical, role-based training while prioritizing operational continuity.

Through this structured approach, IPT ensures equitable access to learning opportunities and supports continuous professional development across its workforce.



EMPOWERING OUR PEOPLE

Trainings and Awareness Programs

IPT continued to strengthen employee capabilities through targeted technical training, leadership development, operational readiness, and awareness programs supporting performance, safety, inclusion and well-being.



Leadership development remained a priority, with managers engaging in learning initiatives focused on communication, decision-making, team engagement, and conflict management, thus reinforcing confident leadership and sustainable organizational growth.





Operational and technical trainings supported frontline excellence across stations and logistics operations, enhancing product handling, equipment use, customer service, and digital systems readiness. These efforts strengthened compliance, efficiency and service quality while reducing operational and environmental risks.



High-impact awareness sessions played a key role in reinforcing IPT's people-centered culture. Participation to the Information Security Awareness workshop reached 124 employees, strengthening cybersecurity practices and responsible system usage. The Walk to Wellness workshop (124 participants), aligned with SDG 3, promoted physical and mental well-being, while payroll transparency sessions (83 participants) enhanced understanding of income tax and NSSF deductions. The Service and Customer Excellence training linked operational performance with SDG 8 (Decent Work and Economic Growth), reinforcing fair treatment and inclusive workplace practices.



Employee engagement and development were further supported through onboarding programs, internships, school orientation visits, and regional initiatives such as IPT's participation in the Dubai Marathon and the UAE Labor Day Gathering, bringing together over 74 employees from 12 nationalities.



Inspirational Fireside Chats

Complementing technical learning, IPT hosted leadership dialogues and fireside chats focused on empowerment, inclusion and career growth, reinforcing the connection between individual development and organizational performance.



Together, these programs reflect IPT's structured approach to upgrading employee skills, supporting career development, strengthening operational excellence, and fostering an inclusive workplace culture, directly contributing to improved engagement, retention and long-term organizational resilience.



Summary of Key Training and Awareness Activities – 2025

Training/Program	Participants
Oils and Coolants (station workers)	19
Public Safety (LPG drivers)	16
Equipment Introduction	17
ELF New Arrivals	23
Excel Level 1	17
Excel Level 2	23
LEGO Serious Play	13
Information Security Awareness	124
Income Tax and NSSF Awareness	83
Service and Customer Excellence (SDG 8)	21
Walk to Wellness (SDG 3)	124
BLOM Bank POS	13
IPT Mobility	21
Safety Awards Ceremony	Terminals' employees
Intern Orientation	Summer interns
Frères Maristes Orientation	Students
Dubai Marathon (UAE)	74
UAE Labor Day Gathering	74



Performance Appraisal Coverage

IPT continues to strengthen its performance management framework to ensure that employee development, organizational objectives, and sustainability priorities remain closely aligned.

LEBANON

As at the end of 2025, IPT Lebanon employed **511 employees**, including **92 women (18%)** and **419 men (82%)** across operational, administrative and leadership roles.

Employee Category	Number	%
Station workers/Workers/Cleaners	215	42%
Officers and seniors	156	31%
Drivers	56	11%
Managers	31	6%
Helpers	17	3%
Technicians	8	2%
Field accountants	7	1%
Directors	7	1%
Collectors	6	1%
Sales	5	1%
Couriers and cash expeditors	3	1%
Total	511	100%

Performance evaluations are conducted annually to support employee development, recognize performance, and align individual objectives with IPT's strategic priorities. The appraisal process also incorporates a sustainability component, encouraging employees to contribute to the organization's environmental and social goals through their daily responsibilities.



UAE

In 2025, IPT Energy UAE conducted its first performance appraisal cycle.

The process was initially implemented for back office employees only, thus the numbers in the below table were excluded.

60 probation period
38 drivers
3 technicians
12 operators
10 executive members and shareholders
1 helper

All 33 eligible employees, among which 66.5% male and 33.5% female, completed the performance appraisal process, achieving 100% completion.

Appraisal Participation by Category

Category	Eligible	Completed	Completion Rate
Sales	5	5	100%
Officers	15	15	100%
Managers	7	7	100%
Director	1	1	100%
Supervisors	5	5	100%
Total	33	33	100%

Strengthening Performance Culture

The introduction of sustainability considerations within the appraisal framework further reinforces IPT's commitment to embedding ESG accountability throughout the organization.

The integration of UAE employees into IPT's performance management system ensures consistent evaluation standards across geographies, while supporting employee development and organizational alignment.



Departmental Goals, KPIs and Staff Objectives Configuration

Key Elements

Departmental goals and KPIs are evaluated annually through a structured review of achievements, objectives, risks and related action plans. These are discussed with directors and relevant employees to ensure alignment with IPT's business plans, vision and mission for the year ahead. In parallel, employees set individual annual objectives to align their career aspirations with organizational priorities.

Benefits

This process strengthens employee engagement and motivation while providing a clear career path that gives employees direction, purpose and visibility on growth opportunities.

Performance – Based Incentives

Key Elements

Performance appraisals are conducted using a structured grading system, with employee bonuses directly linked to performance outcomes. Performance objectives account for 40% of the overall appraisal score, ensuring a fair, transparent and measurable evaluation process. Promotions are awarded based on merit to employees who consistently demonstrate strong performance and continuous skill development.

Benefits

Linking performance to bonuses and promotions reinforces accountability, enhances morale, and strengthens the connection between individual contribution, recognition and career progression, in complete alignment with IPT's people-centered approach to sustainable growth.

Workforce Composition and Diversity

Employee Age and Gender Distribution (Lebanon and UAE Combined)

Age Group	Male	Female	Total
Under 30	165	42	207
30-50	280	68	348
Above 50	95	16	111
Total	540	126	666

* Total workforce (excluding 8 directors, 3 Lebanon Board members, and 3 UAE Board members) amounts to 666 employees.

The majority of employees (348) fall within the 30-50 age bracket, reflecting a stable and experienced operational workforce.



Overall Gender Distribution

Gender	Number	Percentage
Female	126	19%
Male	540	81%
Total	666	100%

IPT's workforce remains operationally intensive, with a higher representation of male employees in field and technical roles. Gender diversity continues to be promoted, particularly at managerial and executive levels.

Workforce by Employment Category

Category	Number	% of Workforce
Workers/Drivers/Filling employees/Inspectors/Technicians	367	54%
Officers and senior employees/Couriers/Collectors/Sales employees/Field workers/Assistants/Engineers	246	36%
Managers	39	6%
Directors/Consultants	22	3%
Board members	6	1%

IPT's workforce structure reflects its operational footprint, with 57% of employees concentrated in frontline operational and technical roles.

Gender Distribution by Grade

Grade	Female	Male	Total
Workers/Drivers/Filling employees/Inspectors/Technicians	3	364	367
Officers and senior employees/Engineers/ Supervisors	85	150	235
Assistant Managers	3	8	11
Managers	22	17	39
Advisors/Consultants		2	2
Executive Committee members (directors)	10	4	14
IG directors + deputy directors	4	2	6
Board members	2	4	6
Total	129	551	680

* IPT also engages 2 external consultants (1 male and 1 female), reflecting balanced advisory representation.



Age Distribution by Grade

Grade	Below 30	30-50	Over 50
Workers/Drivers/Filling employees/Inspectors/Technicians	126	195	46
Officers and senior employees/Engineers/Supervisors	89	104	42
Assistant Managers		9	2
Managers	6	28	5
Advisors/Consultants			2
Executive Committee members		5	2
Directors		11	2
Board members		4	2
Total	221	356	103

The data demonstrates a balanced generational mix, supporting knowledge transfer, leadership continuity, and succession planning.

GOVERNANCE DIVERSITY

Shareholders Composition

Gender	%
Female	33.3%
Male	66.7%

Board Composition

Gender	%
Female	25%
Male	75%

Executive Committee Composition

Gender	%
Female	71.4%
Male	28.6%

IPT demonstrates strong female representation at the Executive Committee level, reinforcing leadership diversity within strategic decision-making bodies.



CORPORATE BEHAVIOR

At IPT Group, corporate behavior is grounded in integrity, accountability and respect for people. The Group is committed to fostering a safe, inclusive and ethical workplace where employees are empowered to contribute responsibly to business performance and sustainability outcomes.

A zero-tolerance approach to discrimination is adopted through internal policies, onboarding processes, and continuous awareness initiatives. Ethical conduct is embedded across operations through IPT's Code of Conduct and Whistleblowing Procedure, enabling employees and stakeholders to report concerns confidentially and without fear of retaliation.

In 2025, IPT continued to enhance responsible business practices across procurement and operations. Suppliers are required to comply with IPT's Supplier Code of Conduct, covering human rights, labor standards, health and safety, and environmental responsibility. Compliance questionnaires and screening mechanisms are applied to assess alignment with IPT standards, supporting proactive management of social and environmental risks throughout the value chain.

No cases of discrimination were recorded during the year, and no child labor incidents were identified within IPT operations or supply-chain screenings. These measures reflect IPT's ongoing commitment to transparency, ethical governance, and responsible partnerships.

Corporate behavior at IPT goes beyond compliance. It represents an organizational culture shaped by leadership, reinforced through policies, and lived daily by employees across operations.

As part of strengthening its ethical governance framework, IPT extended the development of its current Code of Conduct to establish a comprehensive code aligned with international best practices. Thus, the Code of Conduct covering ethical behavior, human rights, labor standards, environmental responsibility, and business integrity across operations and throughout the value chain will be rolled out for supplier uptake in 2026. This approach ensures consistency, clarity and stronger alignment between IPT's internal standards and external partnerships moving forward.

This governance culture is also reflected beyond the organization. In 2025, IPT's annual multistakeholder event was featured in the Rami F. Makhzoumi Corporate Governance Initiative – Year in Review 2024–2025 report at the American University of Beirut's Suliman S. Olayan School of Business.

The initiative's inclusion in this publication reflects IPT's growing role in advancing ESG and governance practices within the academic and educational landscape.



Sustainable Development Goals

Employee-led Innovation

SDG Impact Snapshot

SDGs activated	11
Internal project teams	9
Employees engaged	150
Departments involved	15
Workshop duration	2 days (following a two-month internal project implementation phase)
Facilitated by	UN Global Compact Network Lebanon

From Internal Champions to Actionable Impact

In 2025, IPT's Sustainability/CSR Committee launched the SDG Innovation Projects initiative, reinforcing the Group's commitment to sustainability, innovation and responsible growth.

The initiative began as an internal call to action, inviting committee members to serve as SDG Champions, each representing one of the Sustainable Development Goals prioritized by IPT. Over a two-month period, cross-functional teams collaborated to design innovative, practical and measurable projects aimed at advancing their assigned SDGs within IPT's operations and culture.

This structured journey encouraged employees to move beyond awareness toward actionable impact. Teams worked on developing solutions guided by 4 core evaluation pillars:

- Innovation – Creativity and forward-thinking in addressing sustainability challenges.
- Team engagement – Cross-departmental collaboration and collective ownership.
- SDG impact and relevance – Clear alignment with the chosen SDG.
- Success – Measurable outcomes and tangible results.

The initiative culminated in a two-day closing workshop held on 24 October 2025 at IPT headquarters in Amchit, organized in collaboration with the United Nations Global Compact Network Lebanon (UNGCNL). Guided by UNGC facilitators, participants engaged in interactive sessions on responsible business principles, sustainable innovation, and collaborative problem-solving before presenting their projects.

Each team showcased practical solutions demonstrating how sustainability can be embedded into everyday operations and reinforcing IPT's belief that meaningful innovation emerges when employees are empowered to lead change.

This initiative reflects IPT's strategic direction toward embedding sustainability into its corporate culture, governance structures, and growth strategy. By strengthening employee ownership and cross-functional engagement, IPT continues to transform sustainability from a committee agenda into an organizational mindset.



SDG Project Highlights



3 GOOD HEALTH AND WELL-BEING

IPT team organized a Corporate Sports Day engaging employees in basketball, padel and ping-pong activities, promoting physical health, mental well-being, teamwork and social connection as part of workplace culture.



5 GENDER EQUALITY

A role exchange initiative allowed station workers to experience back-office functions while office staff spent time at stations, challenging gender stereotypes and fostering mutual respect. This was complemented by SDG 8 awareness sessions for supervisors, reinforcing inclusive growth and fair employment practices.

8 DECENT WORK AND ECONOMIC GROWTH

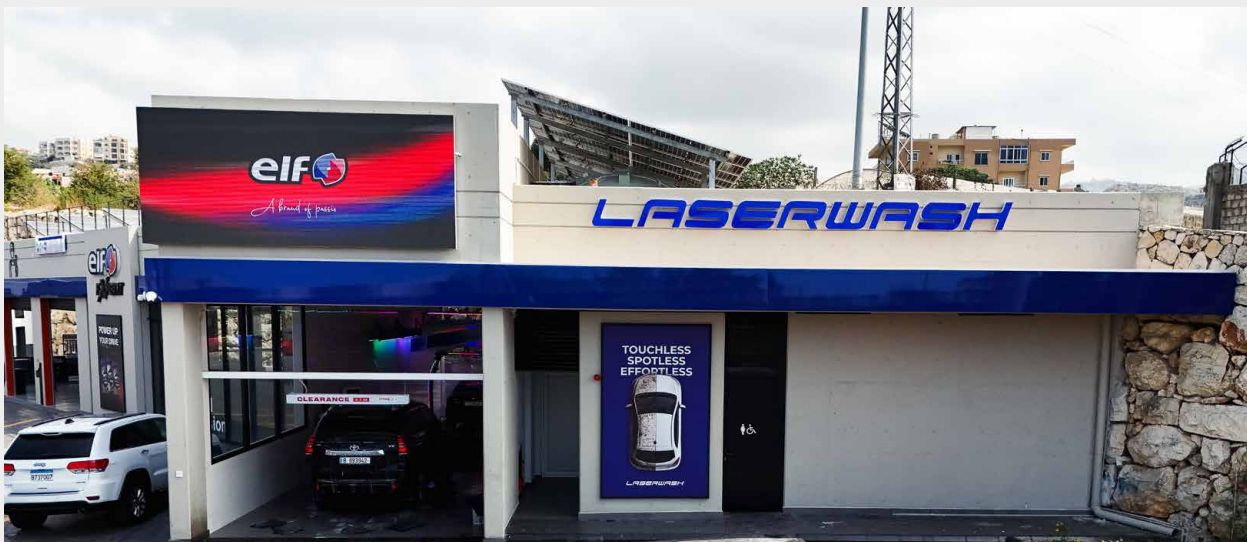




Renewable energy awareness sessions were delivered to grade 11 and 12 students in public schools, introducing solar energy concepts and IPT's sustainability journey, and helping youth understand the role of clean energy in Lebanon's future.



Employees visited Station Amchit 77 to explore wastewater treatment systems, gaining practical insight into responsible water management, operational efficiency, and circular infrastructure practices.





SDG Project Highlights



Through the IPT Green Escape initiative, employees transformed the headquarters' outdoor cafeteria into a green space, enhancing workplace well-being and strengthening connection with nature.



A pilot commuting initiative enabled 15 employees to share transportation between Tripoli and Amchit, reducing individual car use while encouraging low-carbon mobility habits.





Employees and family members participated in the clean-up of 4 beaches, raising awareness about marine pollution and reinforcing shared environmental responsibility.



Teams organized and participated in tree planting activities at the Barouk Cedar Reserve, supporting biodiversity protection and nature-based climate action.



Collaboration with Vitas Lebanon strengthened partnerships supporting financial inclusion and community resilience, demonstrating the importance of cross-sector cooperation.





SDG Project Highlights

Commitment to SDG 4

Since 2023, IPT has embedded and actively committed to 11 of the 17 United Nations Sustainable Development Goals, selected based on their direct and indirect relevance to the Group's operational footprint, environmental responsibilities, and community impact.

In 2025, IPT formally expanded this commitment by integrating SDG 4 – Quality Education into its sustainability framework. This decision reflects IPT's recognition that education is a foundational enabler of sustainable development, innovation and long-term societal resilience. Through its growing engagement with schools, universities, youth platforms, and innovation ecosystems, IPT observed the critical role of education in shaping future workforce readiness, environmental awareness, and economic opportunity.

By adopting SDG 4, IPT reinforces its role in supporting learning ecosystems beyond its immediate operations, contributing to youth empowerment, applied research, and knowledge transfer across communities. This expanded commitment positions education as a catalyst for inclusive growth and responsible citizenship, strengthening the link between learning, innovation and sustainable development.





Women's Empowerment Principles (WEPs)

For the second year in a row, IPT assessed its gender equality performance using the UN Women's Empowerment Principles (WEPs) Gender Gap Analysis Tool. In 2025, the Group achieved an overall score of 38%, placing IPT in the **"Improver"** category.

The assessment highlighted strong performance in health, safety and hygiene (96%), alongside solid progress in recruitment (72%), professional development and promotion (65%), and preventing violence and harassment (65%). These results reflect IPT's commitment to maintaining a safe, respectful workplace supported by non-discrimination policies, equal pay practices, parental leave, and zero-tolerance measures toward harassment.

To further strengthen its gender equality journey, IPT's HR Manager and Head of Sustainability participated in the UN Global Compact Target Gender Equality Accelerator program. Through this initiative, IPT gained deeper insights into international best practices, pay equity frameworks, representation targets, and governance-level accountability mechanisms. The learning outcomes directly informed the development of a structured Gender Equality Action Plan for 2026, designed to address priority gaps identified in the WEPs assessment.

The analysis identified key areas for continued improvement, including enhanced parental and caregiver support, stronger work-life balance policies, expanded access to quality health services for women, integration of gender criteria within supplier evaluation processes, and stronger community-level gender engagement. It also emphasized the importance of strengthening gender-disaggregated data collection, measurable targets, and Board-level oversight to ensure strategic integration.

By undertaking the WEPs assessment for the second consecutive year and engaging in the UN Global Compact Accelerator, IPT demonstrates its commitment to transparency, structured progress, and alignment with international standards. The findings provide a clear roadmap for evolving from foundational policies toward a more comprehensive, measurable and governance-integrated gender equality strategy.

WOMEN'S EMPOWERMENT PRINCIPLES





From Policy to Practice: Women in Non-traditional Roles

Elissa is a mechanical engineer working at IPT's ELF Expert Center where she plays a key role in daily operations, handling everything from diagnostics and technical interventions to maintenance and customer support. In a field traditionally dominated by men, her presence reflects IPT's commitment to advancing gender equality and ensuring equal opportunities across technical and operational roles. Through her expertise and hands-on work in the garage, she not only contributes to operational excellence, but also helps challenge stereotypes around women in engineering and mechanical professions. By empowering women in non-traditional roles, IPT continues to build a more inclusive workplace where competence and dedication define success.

IPT's sustainability journey continues to evolve through responsible governance, employee-led innovation, and meaningful partnerships. By embedding corporate ethics, activating 12 SDGs, expanding commitment to quality education, and strengthening gender equality through WEPs, IPT reinforces its role as a responsible corporate citizen committed to long-term value creation.



These efforts demonstrate IPT's belief that sustainable progress is achieved not only through infrastructure and technology, but through people, collaboration and shared purpose. This positions the Group as an active and positive contributor to Lebanon, the UAE, and the wider communities it serves.





Forward Faster Pledge

As part of its commitment to responsible, inclusive, and impact-driven growth, IPT has aligned with the United Nations Global Compact's Forward Faster platform, which calls on companies to accelerate credible and ambitious action in the areas where they can make the biggest and fastest contribution toward the 2030 Agenda. Through this alignment, IPT is focusing on the Gender Equality and Living Wage pillars, translating global sustainability ambitions into measurable, time-bound actions that create tangible social value across its operations.

Progress against these commitments is monitored continuously and reported annually, reinforcing transparency, accountability, and alignment with international reporting standards.

Gender Equality

IPT is committed to advancing gender equality by adopting both core targets under the Forward Faster Gender Equality pillar:

- Target 1: Achieve equal representation, participation, and leadership across all levels of management by 2030
- Target 2: Ensure equal pay for work of equal value by 2030

To reinforce these commitments, IPT has secured top-level endorsement through the signing of the Women's Empowerment Principles (WEPs), embedding gender equality across the workplace, marketplace, and community. The Company further supports this commitment by using the WEPs Gender Gap Analysis Tool to assess current practices, identify gaps, and guide data-driven decision-making. Participation in the Gender Equality Accelerator also contributes to the development of a structured roadmap toward balanced representation and inclusive leadership.

Governance and accountability are ensured through close monitoring by the Human Resources and Sustainability teams, while the Sustainability Committee serves as a cross-functional working group, providing continuous feedback and helping translate policies into measurable behavioral and cultural change.

At an operational level, IPT is actively fostering a more inclusive workforce through:

- Targeted recruitment strategies to increase female representation in leadership and technical roles
- Promotion of gender-balanced shortlists and interview panels
- Adoption of gender-neutral language and visuals in job descriptions and employer branding
- Regular unconscious bias training to strengthen inclusive decision-making

IPT's progress is reflected in its leadership structure, with a woman serving as CEO and growing representation of women in technical roles, demonstrating a tangible shift toward greater gender inclusion across both strategic and operational functions.



Living Wage

IPT is committed to advancing fair and equitable compensation by adopting the first core target under the Forward Faster Living Wage pillar, with the aim of ensuring that all employees earn a living wage.

The Company aligns with the principles established by the International Labour Organization (ILO), recognizing the importance of fair wages in supporting employee well-being, dignity, and economic stability. IPT continuously benchmarks its compensation practices against credible living wage estimates, including those developed by workers' organizations and relevant institutions, to identify gaps and guide improvement efforts.

To operationalize this commitment, IPT:

- Monitors compliance with national labor laws and applicable collective agreements
- Conducts regular reviews of wage structures to ensure fairness, timeliness, and adequacy
- Assesses compensation against cost-of-living benchmarks to identify and address potential gaps
- Works toward establishing clear KPIs and performance metrics to track progress and enhance transparency

These efforts form part of IPT's broader commitment to fostering financial security, reducing inequality, and contributing to sustainable economic development across its workforce and value chain.

Through its alignment with the United Nations Global Compact's Forward Faster platform, IPT reinforces its transition from commitment to measurable impact. By embedding gender equality and fair compensation into its governance, operations, and culture, the Company is not only strengthening its internal resilience but also contributing to broader societal progress.

IPT remains committed to reporting transparently on its progress each year, ensuring that stakeholders are informed of achievements, challenges, and areas for improvement. Moving forward, the Company will continue to strengthen its data-driven approach, enhance accountability mechanisms, and scale its efforts to ensure these commitments deliver lasting and meaningful change for its people and communities.

The logo for the Forward Faster platform, featuring the words "FORWARD" and "FASTER" in a bold, sans-serif font. To the left of the text is a stylized graphic of three horizontal bars of increasing length, colored in shades of blue, green, and red, suggesting forward motion and progress.

**FORWARD
FASTER**



REPORTING MECHANISM

Materiality

Since 2023, IPT has progressively strengthened its materiality assessment process to ensure that sustainability priorities remain aligned with both business strategy and stakeholder expectations.

In 2024, IPT formalized a structured dual-track approach combining internal employee feedback with external stakeholder dialogue. This methodology has been implemented annually and continuously refined.

For 2025, IPT continued to apply this structured approach, further reinforcing transparency, inclusiveness and governance rigor. To ensure objectivity and fresh perspectives, moderators and external stakeholders are replaced each year.

The materiality assessment was conducted through 2 complementary engagement mechanisms: internal stakeholder consultation and external pillar-based roundtable discussions.

Materiality Methodology

Step	Method	Output
1. Topic identification	Review of ESG trends, regulatory updates, prior-year material topics, and internal strategic priorities.	Preliminary list of sustainability topics.
2. Internal consultation	Digital sustainability survey distributed across departments.	91 responses consolidated into ranked internal priorities.
3. External consultation	Pillar-based moderated roundtable discussions.	Stakeholder insights on risks, opportunities and emerging expectations.
4. Documentation and analysis	Session recordings transcribed and clustered into themes.	Refined list of material topics.
5. Validation	Review by Sustainability Unit and Sustainability Committee.	Finalized high-impact material topics aligned with strategy.



Internal Stakeholder Assessment

IPT conducted an internal sustainability survey to gather employee input on key environmental, social and governance topics. The survey covered areas including climate action, workplace culture, governance practices, community engagement, innovation and operational sustainability.

A total of 91 responses were received across departments and functions. Results were analyzed and consolidated into priority themes which were reviewed with the Sustainability Committee and Management to ensure alignment with operational realities and strategic objectives. This internal engagement ensured that employee perspectives directly informed the materiality assessment process.





External Stakeholder Assessment

External engagement was carried out through moderated roundtable discussions structured around IPT's 4 sustainability pillars. Stakeholders were selected based on sector relevance, subject-matter expertise, and influence on IPT's operations, including representatives from academia, NGOs, regulators, private sector partners, and sustainability specialists. To maintain independence and fresh insight, both moderators and external participants are replaced annually.

Each pillar session followed a structured process:

- Facilitated discussions guided by predefined sustainability themes.
- Identification of risks, opportunities and sector challenges.
- Review of emerging trends and regulatory expectations.
- Validation and prioritization of sustainability topics.

All sessions were recorded and transcribed, enabling IPT to extract key insights and consolidate material themes. Outcomes were reviewed internally by the Sustainability Unit and Sustainability Committee to ensure consistency and strategic alignment.

Insights from internal surveys and external panels were consolidated through a structured review process. Employee feedback provided operational context, while external stakeholders contributed with



strategic perspectives on expectations and future sustainability risks and opportunities. Together, these inputs informed IPT's identification of high-impact material topics, strengthening alignment between business priorities and stakeholder expectations.



Consultations Extractions Highlights



PILLAR 01

| QUALITY | HEALTH | SAFETY |

Encourage transparency by creating an environment where incidents are reported without fear.

Perform compliance inspections on contractors with a third party (e.g. Bureau Veritas) to verify conformity.

Address blind spots and high-risk behaviors in fleet operations.



PILLAR 02

ENERGY AND ENVIRONMENTAL MANAGEMENT

Develop a dedicated EV bus line from Batroun to Jbeil to complement the existing Beirut-Jbeil UNDP route.

Expand projects like IPT Forest and turn them into educational activities for schools and universities.

Require suppliers to improve their environmental and social performance, otherwise they risk losing eligibility to work with the company.

Collect and store rainwater.



PILLAR 03

ENRICHING LOCAL COMMUNITY

Consider youth engagement as a pipeline for innovation, entrepreneurship and future workforce development.

Develop a sustainable tourism plan that could stimulate economic growth and revive local areas.

Support academic research by funding master's and PhD students in topics related to sustainability and renewable energy.



PILLAR 04

HUMAN CAPITAL EXCELLENCE

Create a strong maternity leave policy, including flexible return options.

Diversify policies to make them gender-neutral, fair and applied equally.

Organize roundtable discussions to address low-cost initiatives and understand barriers to policy application.

Introduce shadowing opportunities for learning and cross-functional collaboration.



Materiality

HIGH SIGNIFICANCE FOR STAKEHOLDERS



HIGH

HIGH SIGNIFICANCE FOR IPT

- QUALITY - HEALTH - SAFETY
- ENRICHING LOCAL COMMUNITY
- ENERGY AND ENVIRONMENTAL MANAGEMENT
- HUMAN CAPITAL EXCELLENCE

The outcomes of the internal and external engagement processes were synthesized into a Materiality Matrix visually mapping sustainability topics according to their significance to stakeholders and their impact on IPT’s business. This prioritization reflects IPT’s application of GRI Standards, translating stakeholder input and impact assessments into clearly defined material topics. The matrix identifies priority ESG areas that guide IPT’s sustainability strategy, operational planning, and performance monitoring, ensuring alignment between stakeholder expectations and long-term business resilience.



IPT's ESG Framework

Milestones and Progress

IPT's ESG framework reflects a progressive journey toward embedding sustainability into governance, operations and culture. Since 2023, IPT has transitioned from foundational commitments to structured systems, certifications, employee engagement, and value-chain responsibility. The milestones below illustrate the Group's evolution across Environmental, Social and Governance pillars.

E ENVIRONMENTAL

2023

- Energy efficiency initiatives launched across operations.
- Waste segregation and recycling practices initiated.
- EVzone smart EV charging network launched.

2024

- ISO 14001 Environmental Management System maintained.
- Expansion of solar deployment across selected stations.
- EVzone network scaled nationally.
- Recycling practices strengthened across facilities.

2025

- ISO 14001 maintained for a second consecutive year.
- Solar installations further expanded.
- EVzone charging network developed across Lebanon.
- Energy efficiency measures advanced at terminals and stations.
- Waste segregation embedded as a standard operational practice.
- IPT Forest launched: planting 1,000 cedar trees as part of nature-based climate action.



S

SOCIAL

2023

- Training and awareness initiatives expanded across departments.

2024

- ISO 45001 Occupational Health and Safety certification maintained.
- ISO 26000 Social Responsibility framework adopted.
- Women’s Empowerment Principles (WEPs) implementation initiated.
- Forward Faster gender equality actions launched.
- Employee well-being programs introduced.
- Inspire People Together community volunteering platform launched.

2025

- ISO 26000 further integrated into operations.
- WEPs implementation advanced for the second consecutive year.
- Forward Faster commitments reinforced.
- Employee engagement strengthened through training, wellness and inclusion initiatives.
- Community outreach expanded through MIF programs and volunteering.
- Internal SDG innovation projects implemented across departments.
- Formal commitment added to SDG 4 – Quality Education.



G

GOVERNANCE

2023

- ESG governance structure initiated.
- UN Global Compact commitment formalized.
- First GRI-aligned Sustainability Report issued.
- Initial policies and compliance frameworks established (CSR Policy, whistleblowing, HR procedures).

2024

- ISO 9001 Quality Management System maintained.
- ESG oversight strengthened through Sustainability Committee.
- Materiality assessment methodology formalized.
- Second GRI-aligned Sustainability Report published.
- Supplier Code of Conduct implemented (signed by 55 suppliers).
- Transparency and reporting processes enhanced.

2025

- ISO 9001 maintained.
- Third consecutive GRI-aligned Sustainability Report prepared.
- ESG governance further strengthened through annual materiality assessment.
- Unified IPT Code of Conduct developed by merging internal Ethics Code with Supplier Code of Conduct (to be launched in 2026).
- Supplier signatories temporarily paused during transition to unified Code of Conduct.
- WEPs Gender Equality Assessment completed for the second consecutive year.
- Internal and external stakeholder engagement embedded through surveys and pillar-based panels.
- Reporting practices expanded to include SDGs, WEPs and Forward Faster alignment.



Q & A

Questions and Answers

Q How is sustainability embedded into IPT's overall business strategy?

A Sustainability at IPT is integrated into both daily operations and long-term planning. ESG considerations guide operational decisions, partnerships and investments, while the sustainability roadmap shapes strategic priorities such as energy management, employee well-being, community engagement, and innovation. Rather than being treated as a stand-alone function, sustainability is embedded across departments, ensuring that business growth and responsible practices evolve together.

Q How does IPT approach sustainability while operating in a challenging and evolving local context?

A Operating in Lebanon presents economic uncertainty, infrastructure constraints, and regulatory complexity. Despite these pressures, IPT remains committed to advancing sustainability by focusing on pragmatic, impact-driven initiatives. The company adopts a flexible, phased approach, prioritizing actions that are locally relevant, financially responsible, and socially impactful, while maintaining alignment with international standards. This resilience allows IPT to pursue its progress even amid external disruptions.

Q How does IPT encourage shared responsibility for sustainability across the organization?

A IPT fosters a culture of shared ownership through awareness sessions, internal campaigns, workshops and cross-departmental collaboration. Employees are actively engaged through volunteering programs, sustainability challenges, training initiatives, and continuous communication, empowering teams to contribute to ideas and actions that support ESG objectives. This inclusive approach strengthens accountability and embeds sustainability into everyday work practices.



Q How does IPT learn from challenges and use them to strengthen its sustainability approach?

A Challenges such as data gaps, operational limitations, and stakeholder alignment have helped IPT refine its sustainability processes. Each obstacle is treated as a learning opportunity, leading to clearer procedures, stronger internal coordination, improved reporting structures, and more realistic implementation timelines. These experiences have enhanced IPT's ability to design scalable initiatives and build long-term resilience into its ESG framework.

Q What is the next chapter of IPT's sustainability journey?

A The next phase focuses on deepening ESG integration across the value chain, strengthening emissions management, expanding sustainable mobility initiatives, enhancing ESG data maturity, and further embedding sustainability into corporate culture. IPT also aims to scale partnerships with academic institutions, NGOs and private sector actors, positioning the company as a regional enabler of practical sustainability solutions.

Q How does IPT measure progress beyond compliance?

A Beyond meeting reporting requirements, IPT evaluates progress through performance trends, initiative outcomes, and organizational engagement. This includes monitoring environmental indicators, employee participation, community impact, and governance effectiveness, allowing sustainability to evolve from compliance into value creation.

Q How does IPT use reporting insights to drive continuous improvement?

A Insights gained from ESG data and reporting cycles are used to refine policies, improve operational practices, and design more targeted initiatives. Each reporting year strengthens IPT's ability to set realistic goals, enhance accountability, and scale impact across the organization and value chain.



CONCORDANCE TABLE

GRI 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 9		
GRI 2: General Disclosures 2021	2-1 Organizational details	p 8 - 11		
	2-2 Entities included in the organization's sustainability reporting	p 8 - 11		
	2-3 Reporting period, frequency and contact point	p 9		
	2-4 Restatements of information	Sustainability Report 2024		
	2-5 External assurance	P 35 - 39 (V4 Advisors)		
	2-6 Activities, value chain and other business relationships	p 8 - 11		
	2-7 Employees	Pillar 4		
	2-8 Workers who are not employees	NA		
	2-9 Governance structure and composition	p 11		
	2-10 Nomination and selection of the highest governance body	p 11		
	2-11 Chair of the highest governance body	p 6 - 7 & p 11		
	2-12 Role of the highest governance body in overseeing the management of impacts	p 10 - 13		
	2-13 Delegation of responsibility for managing impacts	p 10 - 13		
	2-14 Role of the highest governance body in sustainability reporting	p 10 - 13		
	2-15 Conflicts of interest	NA		
	2-16 Communication of critical concerns	p 13		
	2-17 Collective knowledge of the highest governance body	p 10 - 13		
	2-18 Evaluation of the performance of the highest governance body	p 83 - 84		
	2-19 Remuneration policies	p 71		
	2-20 Process to determine remuneration	p 71		
	2-21 Annual total compensation ratio	p 71		
	2-22 Statement on sustainable development strategy	Introduction		
	2-23 Policy commitments	Introduction		
	2-24 Embedding policy commitments	Introduction		
	2-25 Processes to remediate negative impacts	p 13		
	2-26 Mechanisms for seeking advice and raising concerns	p 13 - 15		
	2-27 Compliance with laws and regulations	p 14 - 15		
	2-28 Membership associations	UN Global Compact Participant		



GRI Standard	Disclosure	Location of Disclosure	Relevant SDGs	GRI 11
	2-29 Approach to stakeholder engagement	p 99 - 108		
	2-30 Collective bargaining agreements	p 72		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p 99 - 108		
	3-2 List of material topics	p 104		
	3-3 Management of material topics	p 105 - 107		11 (all)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Introduction		11.14.2/11.21.1
	201-2 Financial implications and other risks and opportunities due to climate change	Pillar 2		
	201-3 Defined benefit plan obligations & other retirement plans	p 72		
	201-4 Financial assistance received from government	NA		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	p 72		
	202-2 Proportion of senior management hired from the local community	p 72		11.11.2/11.11.2/11.14.3
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p 61		11.14.4
	203-2 Significant indirect economic impacts	p 61		11.14.5
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p 16		11.14.6
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p 14 - 15		11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	p 14 - 15		11.20.3
	205-3 Confirmed incidents of corruption and actions taken	p 14 - 15		11.20.4
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	NA		
GRI 207: Tax 2019	207-1 Approach to tax	p 14		11.21.4
	207-2 Tax governance, control, and risk management	p 14		11.21.5
	207-3 Stakeholder engagement and management of concerns related to tax	p 14		11.21.6
	207-4 Country-by-country reporting	p 14		11.21.7



GRI Standard	Disclosure	Location of Disclosure	Relevant SDGs	GRI 11
GRI 301: Materials 2016	301-1 Materials used by weight or volume	p 41		
	301-2 Recycled input materials used	p 41		
	301-3 Reclaimed products and their packaging materials	NA		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Pillar 2	 	11.1.2
	302-2 Energy consumption outside of the organization	Pillar 2		
	302-3 Energy intensity	NA		
	302-4 Reduction of energy consumption	Pillar 2	 	
	302-5 Reductions in energy requirements of products & services	NA		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	NA		
	303-2 Management of water discharge-related impacts	NA		
	303-3 Water withdrawal	NA		
	303-4 Water discharge	NA		
	303-5 Water consumption	p 43	 	11.6.6
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		
	304-2 Significant impacts of activities, products and services on biodiversity	NA		
	304-3 Habitats protected or restored	NA		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	NA		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p 35 - 40	 	11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	p 35 - 40		11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	p 35 - 40		11.1.7
	305-4 GHG emissions intensity	p 35 - 40		11.1.8
	305-5 Reduction of GHG emissions	p 35 - 40		11.2.3
	305-6 Emissions of ozone-depleting substances (ODS)	p 35 - 40		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p 35 - 40		11.3.2
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p 41		
	306-2 Management of significant waste-related impacts	p 41		
	306-3 Waste generated	NA		
	306-4 Waste diverted from disposal	p 41		
	306-5 Waste directed to disposal	NA		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p 88	 	
	308-2 Negative environmental impacts in the supply chain and actions taken	p 88		



GRI Standard	Disclosure	Location of Disclosure	Relevant SDGs	GRI 11
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p 74		11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p 72		11.10.3
	401-3 Parental leave	p 76		11.11.3/11.10.4
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	p 77		11.7.2/11.10.5
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p 21 - 22		11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	p 21 - 22		11.9.3
	403-3 Occupational health services	p 26		11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	p 23 - 24		11.9.5
	403-5 Worker training on occupational health and safety	p 24		11.9.6
	403-6 Promotion of worker health	p 26		11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p 27		11.9.8
	403-8 Workers covered by an occupational health and safety management system	p 27		11.9.9
	403-9 Work-related injuries	p 27		11.9.10
	403-10 Work-related ill health	p 27		11.9.11
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p 78		11.11.4/11.10.6
	404-2 Programs for upgrading employee skills and transition assistance programs	p 79 - 82		11.7.3/11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	p 83 - 84		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p 85 - 87		11.11.5/
	405-2 Ratio of basic salary and remuneration of women to men	p 85		11.11.6
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p 73		11.11.7
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 72		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p 73		



GRI 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 88		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	p 88		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 3	 	11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Pillar 3		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	NA	 	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 10		
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		

