



Innovation and
Excellence in
Every Solution


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Overview

At a Glance

About Us

What We Do

e7 Group is a diversified company with four integrated verticals providing customers with one-stop shop solutions for security printing and identity management, sustainable packaging, commercial printing and publishing, and logistics services.

Key Customer Sectors

- Government Entities
- Financial Institutions
- Education
- Healthcare
- Food & Beverage
- Transportation
- Pharmaceuticals
- Media
- Retailers

Operational Highlights

4

4 business units with over 40 custom products.



SECURITY



PRINTING



PACKAGING



توزيع
TAWZEA

50m

50 million ID cards per year capacity.

Leading security printing and identity solutions business based in GCC

10+

10+ industry certifications for security (Visa, Mastercard, Intergraph, CQM, GSMA).

With a client-centric approach, we are delivering solutions to leading local and international clients, leveraging advanced technology, machinery and tailored processes.

25

Serving **25 countries**, **10 industry sectors**.

450+

450+ vehicle fleet focused mainly on secure document delivery in UAE.

19,000

19,000 tonnes per annum sustainable packaging capacity.

Listed on ADX in 2023 (ADX:E7) via acquisition by ADC (SPAC).

AED 1.1bn

Capital raise of AED 1.1 billion including Private Investment in Public Equity (PIPE) which raised AED 734 million.

70%+

70%+ recurring revenue giving long term visibility.

All contracts are in USD or USD-pegged currencies.

Growth Strategy

As e7 Group looks to the future, the company aspires to be a leader in innovative security solutions, envisioning a high-growth strategy focused on investing in technological capabilities to expand its vertical and horizontal product offerings, while catering to growing regional and global demand.

e7 Group aims to contribute to the UAE's economic prosperity by expanding into international markets, investing in digital technologies to enhance value in the security solutions sector, and providing sustainable packaging solutions with exceptional customer service. The company also strives to build long-term relationships and high customer retention rates through custom solutions.

With strategic investments, e7 Group is positioned to capitalise on the increasing demand for secure printing solutions, driven by the UAE's ambition to become a smart, digitally connected nation and Abu Dhabi's goal of becoming a global industrial hub.

Business Units



e7 Security is a leading provider of total security printing solutions that serve the evolving and expanding needs of customers in the government, banking, telecom, retail, hospitality, and transport sectors. e7 Security meets these needs with flexibility, reliability, and confidence and with a state-of-the-art security system, providing critical products like national ID cards, passports, banking cards, telecom cards, driving licences, vehicle registration licences etc.



e7 Printing is focused on commercial printing including newspapers, magazines, books, outdoor printing collaterals and educational publishing solutions. With a fleet of a dozen machines, e7 Printing is the market leader in the UAE and one of the largest commercial printers in the region, consistently delivering quality products of the highest standards to its customers.



e7 Packaging utilises state-of-the-art machinery to produce foldable boxes, disposable food packaging, frozen food packaging, and paper cups with plans to further diversify offerings. With a focus on sustainability, e7 Packaging has adopted industry best practices and state-of-the-art technology, and sources certified recycled paper.



Tawzea by e7 supports customers through a range of services including fulfilment, distributions, logistics, mailing room services and dedicated customer service teams.

Markets We Serve



A Diverse Client Base



وزارة التربية والتعليم
MINISTRY OF EDUCATION



شرطة أبوظبي
ABU DHABI POLICE



الهوية والجنسية الاتحادية
FEDERAL AUTHORITY
FOR IDENTITY & CITIZENSHIP

شبكة أبوظبي للإعلام
ABU DHABI MEDIA NETWORK



ادنوك
ADNOC



etisalat and



صحة
شركة أبوظبي للخدمات الصحية
Abu Dhabi Health Services Co. P.S.C.



agthia
اغذية



brf



سلال
silal



NPI Pharma

e7 Group serves marquee
clients across sectors
spanning 25 countries



Central Asia



GCC



East Africa



Our Journey

We are at the cusp of our next growth cycle

2006



2014



2016



2017



2020

Established e7 Group in 2006 in Abu Dhabi, UAE, as United Printing and Publishing (UPP).



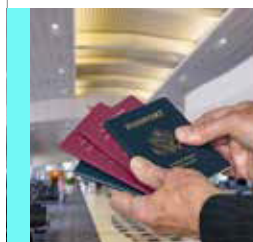
Launched security printing operations, e7 Security (formerly USP).





Launched last-mile logistics distribution, Tawzea by e7, to strengthen UPP's value proposition.



Secured long-term strategic contract with an international government client for secure printing of national IDs exclusively.

Secured a long-term exclusive strategic commercial printing contract with a UAE government agency and international government client for secure printing.



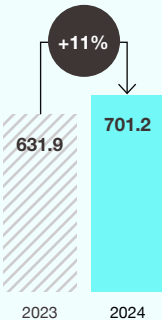
<p>➤</p> <p>2021</p>	<p>➤</p> <p>2022</p>	<p>➤</p> <p>2023</p>	<p>➤</p> <p>2024</p>
<p>Secured long-term strategic and exclusive secure printing contract with a UAE government branch.</p> 	<p>e7 Packaging: Foray into sustainable packaging segment through in-house manufacturing capacity installation.</p> 	<p>Became a listed Company on ADX through a merger with ADC (SPAC).</p> <p>Raised AED 1.1 billion capital in total, AED 734 million through a successful PIPE transaction to fund transition to next growth cycle.</p> <p>Brand refresh from UPP Group to e7 Group to represent pivot to be a leading and diversified industrial champion.</p>  	<p>New export contract wins in GCC, Africa and LATAM.</p> <p>Maiden dividend policy to distribute at least 50% of net profit, pending shareholder approval.</p> <p>Partnered with SAP for digital transformation via unified ERP and cloud migration.</p> <p>AED 182 million investment to expand passport printing capacity fivefold and enter the digital tax stamps market.</p>

Financial, Operational and ESG Highlights

In a rapidly changing business environment, e7 Group made significant progress in 2024, showcasing strong revenue growth and improved profit margins. This impressive financial performance reflects our strategic resilience and unwavering focus on sustained growth, setting a solid foundation for the years ahead.

Financial Highlights

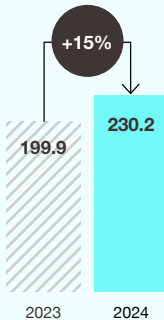
Revenue



Year	Revenue (AED million)
2023	631.9
2024	701.2

AED 701.2 million in 2024, an 11% increase from AED 631.9 million in 2023, driven by growth in security solutions and packaging.

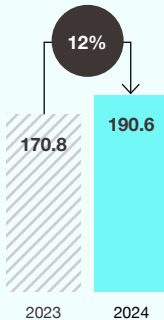
Gross Profit



Year	Gross Profit (AED million)
2023	199.9
2024	230.2

AED 230.2 million in 2024, up 15% from AED 199.9 million in 2023, with a gross profit margin of 32.8%, improving from 31.6%.

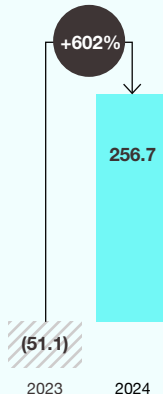
EBITDA



Year	EBITDA (AED million)
2023	170.8
2024	190.6

AED 190.6 million in 2024, an 12% increase from AED 170.8 million in 2023, with the EBITDA margin improving to 27.2%.


Reported Net Profit Before Tax



Year	Reported Net Profit Before Tax (AED million)
2023	(51.1)
2024	256.7

AED 256.7 million in 2024, more than a sixfold increase.


Net Profit After Tax



AED **233.4**m

AED 233.4 million in 2024, with a margin of 33.3%.

Earnings Per Share (EPS)



AED **0.12**

AED 0.12 in 2024, improving from AED (0.06) in 2023.

Operational and Digitisation Highlights

SAP Partnership

Implementing a cloud-based ERP solution to strengthen digital infrastructure and future-proof business functions.



Digitisation Initiatives

Enhanced financial systems with automation, improved pay workflows, integrated product development at e7 Security, and introduced customer-facing plug-ins for better ordering and shipment tracking via Tawzea. Also improved vendor onboarding, job delivery accuracy, and cybersecurity.

Cloud Migration

Began cloud migration with virtual data centers and disaster recovery protocols.

Operational Efficiency

Focused on managing commodity inflation and strengthening supplier relationships.

Corporate Development

Built in-house M&A and investor relations capabilities.



Talent Development

Supported Emiratisation through career fairs and internships with ADVETI.



Health and Safety

Improved employee health and safety with campaigns, upgraded fire protection, and enhanced surveillance.

ESG Highlights



Environmental

Achieved ISO 14001 certification for all operations.

Implemented energy-saving initiatives and developed a Decarbonisation Plan.

Secured the Mastercard Eco card certification making 78% of our card bodies recyclable.

Secured BRC 'Gluten free' certification for packaging and Renewed Forest Stewardship Council (FSC).

Green logistics include adoption of 32 dual CNG vehicles and introduction of biodegradable bags for select deliveries.



Social

59%

Increased Emirati talent by 59% and women hold 21% of management roles.



200

Integrated ESG into the supplier code of conduct with over 200 suppliers compliant.



Governance

Published e7 Group's first annual Sustainability Report.

Established ESG Committee of the Board and Charter.

Integration of ESG Risk assessment into the company-wide risk register.

Refreshed and developed governance policies.

Year in Review

January →

Established Board sub-committees

We established the Board sub-committees, aligning with the governance requirements for listed entities. These sub-committees ensure effective oversight and support the company's commitment to strong governance practices.

March →

AED **12m**

Three new security solutions contracts signed worth over AED 12 million for e-IDs and drivers' licenses

The newly signed one-year contracts, with a combined value of nearly AED 12.9 million, cover the manufacture and supply of state-of-the-art electronic identification (eID) and driving license ID solutions to three countries in Africa and LATAM. These new contract wins further extend the group's reach beyond the UAE and Middle East as it adds to its network of governmental and private sector clients.

April →

AED **25m**

Two new printing contracts signed worth AED 25 million e-Passports and exam papers

On the security solutions front, e7 Security has broadened its presence in Africa by securing two new contracts worth over AED 25 million combined. These contracts include a one-year agreement for printing examination papers and a two-year agreement for supplying ePassports.

e7 Group Shareholders Approve Share Split at Inaugural Annual General Meeting

e7 Group successfully implemented a 1:10 share split, increasing the number of shares to 2.1 billion while maintaining the same total share capital of AED 524.81 million. This strategic move aimed to enhance market liquidity and make e7 shares more accessible to a broader investor base.

May →

MOU signed with Diletta Maschinenteknik GmbH for high security document production

e7 will provide Diletta with world-leading capability and production services, with Diletta promoting e7's products to its broad customer base as a strategic partner. The MOU marks a significant step in e7's organic growth strategy as it opens up opportunities through partnerships and extends its global reach.



Investment Case

Diversifying for sustainable growth

e7 Group offers a diversified business portfolio across key sectors, providing investors with a stable and growing investment opportunity.

01

Diversified business portfolio – ‘One-Stop-Shop’ with a strong reputation

- e7 Group operates a unique, diversified business, providing products across four complementary business segments, enabling it to attract, retain, and cross-sell to an increasing breadth of local and international customers.
- Providing a portfolio of 40+ custom products and services to 10 industry sectors, produced in state-of-the-art secure facilities and delivered via the Group's owned distribution channel across 25 countries, ensuring end-to-end consistency, security, and efficiency for customers.

02

70%+ revenue recurring in nature through long-term contracts, providing high revenue visibility

- e7 Group's marquee customers include multiple anchor government clients operating across diverse regions, providing high revenue visibility, long-term recurring business, and credentials that are critical for enabling further segment growth.
- Stable, long-term revenue in security solutions and commercial printing provides capacity to diversify its product mix further and explore growth opportunities that deliver deeper value to its existing and target customer base.



03

High barriers to entry in growing, high-margin security solutions segment

- e7 Group's experience in international security protocols and the evolving regulatory landscape position it well in a sector with high barriers to entry and built on reputation and prior credentials, supported by the UAE's reputation as a leader in security deployment.
- Clear ambition to capture a larger share of the security solutions value chain through inorganic and organic growth, including expanding into digital identity management and exploring partnerships with system integrators and other synergistic security players.

04

Established regional leader in the high-growth security and educational printing segments

- e7 operates in attractive regional markets, with rapid GDP and population growth and increasing foreign investment driving elevated demand and enabling industry expansion.
- Rising incidence of fraud and identity theft is increasing public and private sector investment in security solutions globally, creating diverse growth opportunities for e7 Security.
- Long-term, UAE-wide educational printing contracts benefitting from growth in population and schooling network, ensuring revenue stability in the commercial printing segment.

05

Industry-leading margin profile with continuous focus on margin expansion initiatives

- e7 is rapidly expanding in the high-margin security solutions segment, with a significant AED 182 million investment committed to expanding passport manufacturing and entering digital tax stamp production. The Group is also actively exploring inorganic expansion into adjacent value-enhancing segments.
- Enterprise-wide digital and organisational transformation, including digitalisation of internal processes and customer engagement, is unlocking value and enhancing agility, aiding Group-wide customer acquisition and retention.

06

Growing presence across Europe, Asia, and Africa, leveraging the UAE's strategy location and trade relations

- e7's reputation, particularly at the governmental level, is enabling geographic diversification and steady revenue growth across developed and emerging economies, including Africa, LATAM, and Asian markets.
- M&A strategy with clear investment parameters and objectives guides the targeted pursuit of inorganic expansion, with a pipeline of opportunities to expand reach in high-growth security solutions and sustainable packaging segment, where clear synergies exist.

07

Strong financial performance with a consistent record of growth and profitability

- e7 has a track record of delivering robust financial performance, with a revenue CAGR of 23% between 2020-2024 driven by new customer wins that support long-term, stable contracts with key government entities.
- An EBITDA CAGR of 35% between 2020-2024 and healthy EBITDA and Net Income margin expansion enabled by targeted expansion in high-margin product segments.
- e7 Group's strong cash position stood at AED 1.44 billion at the end of 2024, providing ample capacity to invest in future growth and deliver returns to shareholders.



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ESG Report

About the Report

Welcome to e7 Group's second annual Sustainability Report. e7 Group ('the Group') is a listed entity on the Abu Dhabi Securities Exchange (ADX) and this report outlines the Group's environmental, social, and governance (ESG) performance during the financial year 2024, covering the reporting period from 1 January to 31 December 2024.

The scope of this report covers the Group's operations across all its business verticals – e7 Printing, e7 Packaging, e7 Security and Tawzea by e7 – located in the Al Shahama area of the Abu Dhabi Emirate, UAE. This reflects the Group's dedication to integrating sustainable practices across all its operations.

The report highlights the Group's unwavering commitment to sustainability through a series of impactful initiatives. These include materiality assessments, baseline performance evaluations, creation of a robust ESG governance structure, energy optimisation initiatives, diversity and inclusion efforts, supply chain management, and the development of a forward-thinking ESG action plan. Additionally, it outlines the Group's most material ESG topics, key objectives, goals, data analysis and performance metrics, demonstrating its ESG progress. This report serves as a testament to e7's dedication to sustainable practices, sector-specific solutions, reinforcing its commitment to aligning sustainability goals with the Group's overall strategic vision.

The report aligns with the Abu Dhabi Securities Exchange (ADX) ESG disclosure guidance for listed companies which is further in line with the recommendations of the Sustainable Stock Exchange (SSE) and the World Federation of Exchanges (WFE)¹.

While this report has not undergone any third-party assurance, we have taken significant steps to streamline and implement robust internal processes for monitoring key performance metrics. These efforts will continue to evolve year on year, enabling us identify gaps and make necessary improvements to enhance sustainability performance across all operations. This commitment reinforces our dedication to continuously improving our practices and maintaining transparency in disclosure.

¹ Refer to the Environmental, Social and Governance (ESG) disclosure guidance for listed companies by the Abu Dhabi Securities Exchange (ADX)



Sustainability at e7 Group

Sustainability has become a crucial driver of long-term value creation across industries, and e7 Group is no exception. As our printing, packaging, and logistics businesses undergo innovation and transformation, we are placing greater emphasis on addressing our environmental and social impact. Several key trends are shaping this shift, directly and have an influence on our business. These include the rising demand for sustainable printing and packaging solutions, the adoption of green logistics practices, and the integration of eco-friendly payment solutions.

In the printing industry, there is a growing shift towards online and digital printing, accelerated by the increasing transition of media and advertising to digital platforms. This aligns with our existing innovation goals, presenting an opportunity to position ourselves at the forefront of this trend. Furthermore, the rise of hybrid and multi-media content in sectors such as education supports our sustainability initiatives, including waste reduction, use of recycled paper and eco-friendly inks. Additionally, in our security printing vertical—e7 Security—we see opportunities in biometric integration, secure digital IDs, Identity-as-a-Service (IDaaS) and post-quantum cryptograph. These advancements serve as tools to promote social inclusion and welfare schemes, further supporting our key strategic business priorities in the upcoming years.

When it comes to e7 Packaging, aligning with emerging industry trends and regulatory requirements is important for growth in an evolving market. By embracing circular economy principles, lightweighting, reusability, and recyclability in our operations and products, we aim to enhance sustainability while strengthening our brand image and consumer perception. This shift also enables us to meet growing consumer demands for freshness, convenience, and eco-friendly design while aligning with existing and evolving regulations on waste management, Extended Producer Responsibility (EPR) and food safety standards. Our last-mile logistics arm—Tawzea by e7 is making significant progress in incorporating eco-friendly fuel alternatives and conducting feasibility studies to transition its existing fleet to electric and hybrid vehicles, offering customers more sustainable logistic operations.

To stay aligned with these evolving market expectations, we are continuously making efforts to embed sustainability into both our daily operations and overall performance. This approach not only enables us to meet the expectations of regulators, consumers, and stakeholders, but also establishes a solid foundation for long-term business profitability and the sustainability of our operations.

Our ESG Approach

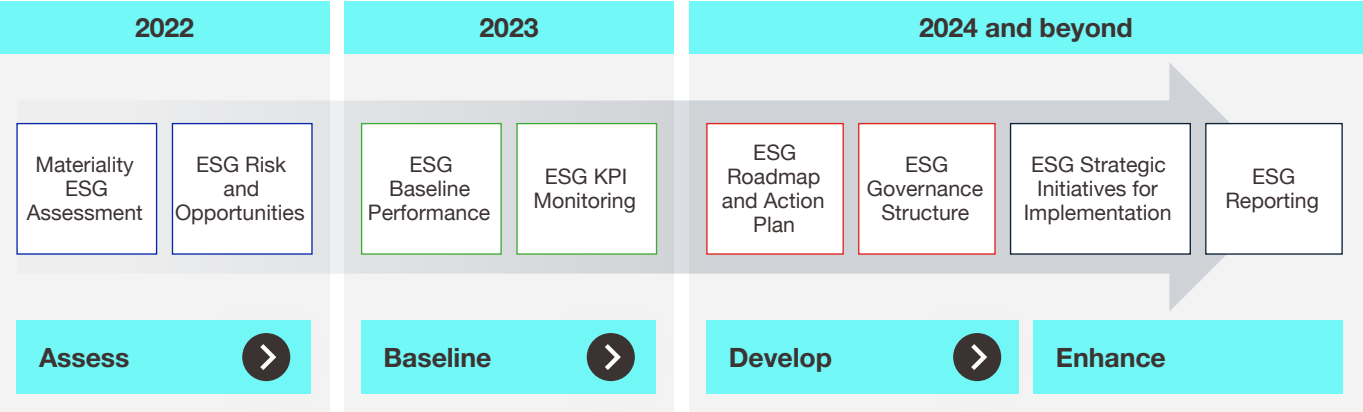
The Group began its sustainability journey in 2022 and has since been committed to embedding sustainability at the core of our operations. This effort is guided by our ESG Policy, which outlines our key strategic objectives and commitment to reducing our environmental impact, fostering social responsibility, and ensuring transparent governance practices. With the launch of our annual Sustainability Report, the Group aims to align its business goals with UAE's sustainability goals, making our operations more environmentally friendly, socially beneficial, and economically viable.

Our approach to ESG is structured around four key stages—assess, baseline, develop and enhance—each marking a milestone in our commitment to sustainability. In the first stage, Assess, we conducted a materiality assessment to identify the most relevant ESG topics for our operations and stakeholders. This paved the way for the second stage, Baseline, where we established a solid ESG performance benchmark for the Group. In the third stage, Develop, an ESG policy was developed that serves as a strategic roadmap to guide our sustainability efforts. In continuation of these efforts, we reached the Enhance stage, where we launched our inaugural Sustainability Report 2023, ensuring transparent disclosure of our ESG performance.

Building on these efforts, in 2024, we advanced our ESG journey by establishing a robust ESG governance structure and developing an ESG action plan to embed sustainability across all facets of our operations. Through ongoing monitoring, reporting, and continuous improvements, we are further enhancing and solidifying our ESG performance by tracking progress and actively driving initiatives to ensure alignment with our sustainability goals.

Sustainability at e7 Group

continued



Materiality Assessment

The Group conducted materiality assessment in 2022 to identify environmental, social and governance (ESG) topics that significantly influence its overall performance and stakeholder relationships. The assessment followed the GRI Standards, and the material topics were prioritised based on sector-specific industry benchmarks, ESG rating criteria, and stakeholder insights.

The material topics identified in 2022 remain relevant in 2024 and have therefore been retained for consideration in this report. Additionally, these topics are mapped against the United Nations Sustainable Development Goals to align our commitments with both national and global sustainability agendas.



Environmental Stewardship

The Group is deeply committed to environmental stewardship, recognising its vital role in securing a sustainable future for our planet. Strengthening our sustainability efforts, we have set new benchmarks in energy efficiency, waste management, and eco-friendly innovation of our products and solutions. In 2024, we primarily focused on energy optimisation, carbon emissions reduction, the adoption of eco-design measures, assessing and mitigating environmental risks and enhancing our environmental management system.

The Group places strong emphasis on compliance with all applicable environmental laws and regulations, ensuring that our operations adhere to local, national, and international standards. This includes alignment with ISO 14001, the Environmental Management System (EMS) standard. To further embed environmentally responsible practices in the production processes, we conduct regular training and awareness sessions on various environmental topics for our employees, reinforcing our commitment to overall sustainability goals.

This section highlights our key initiatives to reduce our environmental footprint, focusing on actions taken to achieve our environmental objectives. These initiatives include adopting energy-efficient technologies, transitioning to greener logistics solutions, and introducing sustainable product designs – all aimed at reducing carbon emissions and waste generation.

The Group's environmental commitment is guided by its ESG policy which outlines our core environmental objectives which include:

- Adherence to relevant environmental laws and regulations
- Prioritising sustainable production practices
- Incorporating eco-friendly designs and sustainable inputs
- Optimising resource usage and reducing waste generation
- Actively inspiring stakeholders to foster a collective commitment towards sustainable practices and positively impact the planet

Environmental Management

Environmental management is a top priority across all aspects of our business operations, making it a core component of both our HSEQ (Health, Safety, Environment, Quality) and ESG policies. We are committed to fully complying with all the applicable environmental laws and regulations. As a part of this commitment, we conduct annual environmental risk assessments to proactively identify, manage, and mitigate potential environmental risks, minimising their impact.

Our commitment to environmental management is demonstrated in our long-standing ISO 14001 Environmental Management System (EMS) certification. e7 Printing and e7 Security secured this certification in the years 2010 and 2016, respectively, and have consistently renewed it to maintain compliance with ISO standards. In 2024, we expanded our environmental management efforts by obtaining ISO 14001 EMS certification for Tawzea by e7 and e7 Packaging, achieving 100% coverage across all our operations.

Building on this achievement, we have secured Integrated Management System (IMS) certification at the Group level, consolidating ISO 14001:2015 Environmental Management System (EMS), ISO 45001:2018 Occupational Health and Safety Management System (OHSMS), and ISO 9001:2015 Quality Management System (QMS) into a united framework. This reinforces our commitment to upholding the highest standards of environmental responsibility, safety, and quality across our daily operations.

Environmental Stewardship

continued

Eco-design

To strengthen our commitment towards sustainability, we are integrating eco-friendly principles into the design and development of our products and solutions. Over the years, eco-friendly solutions in printing and packaging industries have risen substantially, further emphasising focused efforts to reduce waste generation and carbon

emissions. The logistics sector is also transforming rapidly, facing increasing pressure to lower its carbon footprint by adopting alternate fuels and technologies. In response, the Group is striving to meet the growing customer demand for sustainable products and solutions while leveraging itself as an environmentally conscious brand.

In 2023, e7 Printing expanded its offerings to include digital and physical textbooks for schools across the UAE. The following year, in 2024, we launched digital learning platforms and integrated our digital printing capabilities with traditional printing methods to optimise resources and create more innovative and sustainable solutions. At e7 Printing, about 70% of the paper used for printing is recycled and sourced from suppliers certified by the Programme for the Endorsement of Forest Certification (PEFC). Additionally, we hold the Forest Stewardship Council (FSC) certification, which stands as a testament towards our commitment to environmental stewardship.

e7 Packaging, the newest addition to our portfolio, expanded its sustainable packaging solutions in 2023 with the introduction of two additional folding carton lines and a new paper cup production line. Most of our products are made from paper, supporting recyclability and biodegradability. Our commitment to ecodesign is further solidified by the British Retail Consortium Global Standards (BRCGS) Certification for Packaging Materials, secured in 2023 and renewed in 2024. Additionally, we obtained the 'Gluten Free' BRCGS Certification in 2024, ensuring our packaging solutions meet high environmental and quality standards.

e7 Security as a part of its growth strategy has successfully launched several innovative products in 2024, including metal card personalisation, dynamic CVV banking cards and fingerprint sensor cards. Sustainability remains a core focus for us. With the use of recycled raw materials, obtaining third-party laboratory certifications for recycled Polyvinyl Chloride (RPVC) products and securing MasterCard-certified RPVC products, we are making notable efforts to reduce process waste and adopt environmentally responsible practices across all our operations.

In 2023, e7 Security integrated eco-design principles in its payment card offerings by replacing first-use PVC with recycled PVC in the card composition. After undergoing rigorous testing, the cards successfully met the Card Quality Management (CQM) criteria. In 2024, marking a significant milestone, e7 Security received the MasterCard CQM certification at Grade A level and the Mastercard Card Eco Certification (CEC). As a part of this certification, our payment cards are designed to incorporate recycled PVC, making 78% of the card bodies recyclable meeting the quality standards.

Our commitment to excellence was further recognised in 2024 through key certifications, including the China UnionPay and ISO 22301 for Business Continuity Management Systems.

Looking ahead to 2025, we are committed to extend our eco-design initiatives across additional product lines, further enhancing our portfolio with more sustainable, eco-friendly offerings.

Energy Consumption

Energy optimisation, efficiency, and reduction are fundamental to our environmental goals. These principles guide our efforts as we work towards a more sustainable and efficient future. In recent years, we began identifying key sources of energy consumption within our operations and tracking our energy consumption details on an annual basis. In 2023, we took our initial steps to establish a baseline for our energy usage, followed by identifying energy-intensive processes. A key initiative involved optimising select HVAC systems, aiming for an 8.5% reduction in energy consumption across a five-year period, starting from 2023 to 2027, using 2021 as the baseline year.

Building on this foundation, we enhanced our data collection process in 2024, transitioning to a monthly reporting system for more accurate and timely monitoring of our energy consumption. To further advance our energy optimisation goals, we conducted comprehensive energy management and optimisation studies throughout the year, identifying and implementing key initiatives. These include the installation of external LED lighting, solar-powered streetlights, and adoption of motion sensors in common areas. Additionally, we continue to monitor and optimise our HVAC systems to ensure we stay on track to meet our target of an 8.5% reduction in energy consumption. In addition to these operational measures, we are optimising our IT infrastructure by developing a hybrid cloud strategy and enhancing our cloud infrastructure with Virtual Data Centre (VDC) connectivity.

Through these initiatives, we were able to reduce our electricity consumption from 23,427,382 kWh in 2023 to 23,252,907.60 kWh in 2024. Energy consumption from direct sources totaled 88,438 gigajoules (GJ), while indirect sources accounted for 83,710 GJ in 2024.

However, we observed an increase in the consumption of liquid petroleum gas (LPG) and refrigerants primarily driven by higher production levels. Despite this, we have improved our overall energy intensity, decreasing from 275 GJ/AED million in 2023 to 246 GJ/AED million in 2024. Through the refinement of our internal processes, we identified discrepancies in the energy intensity values reported in the 2023 Sustainability Report and hence, the values presented in this report reflect the corrected figures.

Looking ahead, we remain committed to sustaining this momentum by concentrating our efforts on further minimising energy consumption in the upcoming years.

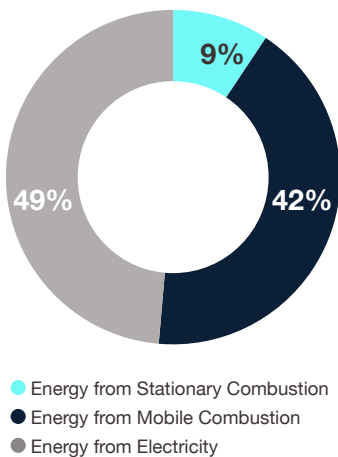
Energy from Electricity in KWH

2024	23,252,889
2023	23,427,382
2022	23,168,444
2021	21,911,588

Energy Intensity (GJ/Revenue in AED Million)

2024	246
2023	275
2022	323
2021	514

Energy Usage by Generation Type 2024



Environmental Stewardship

continued

Atmospheric Emissions

We are dedicated to minimising emissions by implementing energy reduction initiatives and adopting alternative eco-friendly fuels and technologies across our operations. We also proactively manage volatile organic compound (VOC) emissions to ensure they remain within acceptable levels, reducing both environmental contamination and health risks for our employees.

In 2024, we standardised our Greenhouse Gas (GHG) monitoring and reporting process from an annual to a monthly basis, enabling us to track emissions and take timely action to reduce our environmental impact. Our GHG calculator is based on the Greenhouse Gas Protocol and uses conversion factors that are aligned with national and international standards.

Over the past few years, we took initial steps to track our energy consumption and identify energy-saving and optimisation initiatives. Advancing this journey in 2024, we developed a decarbonisation plan that serves as a strategic roadmap for our long-term commitment to reducing carbon

emissions. This plan will be reviewed and updated annually to ensure it remains aligned with the operational changes.

In this initial decarbonisation plan, we have outlined key levers and actionable steps to ensure every aspect of our operations aligns with our overall environmental objectives. The key decarbonisation levers identified for the Group include:

- 01 Avoid:** Strategically downsising or eliminating certain operational activities where it is feasible to reduce our carbon footprint.
- 02 Reduce:** Continuously improving energy efficiency across operations to lower energy consumption and minimise waste.
- 03 Shift:** Transitioning to alternative low-carbon fuels and electrifying our fleet to reduce reliance on fossil fuels.

Green Logistics – Tawzea by e7

As a part of our long-term decarbonisation vision, we are focused on finding solutions for cleaner operations in our last-mile logistics business, Tawzea by e7. Our goal is to transition to alternative eco-friendly fuels and technologies to reduce our carbon footprint while also optimising operational efficiency.

In 2022, through pilot studies, we introduced flex-fuel vehicles in our operations, which use a combination of compressed natural gas (CNG) and petrol. By 2023, we successfully transitioned 82 vehicles from conventional fuel to flex fuel. Building on these efforts in 2024, we conducted feasibility studies to integrate dual CNG systems into our vehicles. Following successful testing and operational evaluation, we installed dual CNG systems in 32 vehicles, making them more environmentally friendly.

In parallel, we are conducting route optimisation studies and creating awareness among our drivers to enhance efficiency in our last-mile logistics operations. By analysing delivery routes, we aim to minimise fuel

consumption, reduce emissions and improve overall operational performance. These studies are integral to our efforts to streamline operations, cut costs, and further reduce our environmental impact. In 2024, we introduced biodegradable bags certified by the Emirates Conformity Assessment Scheme (ECAS), for last-mile deliveries to select customers, further solidifying our commitment to our sustainability goals.

Additionally, we are exploring the integration of electric vehicles (EVs) into our delivery fleet. In 2024, we commenced feasibility studies to assess operational limitations, benefits, and the impact on our fuel consumption. In 2025, we plan to initiate pilot studies to evaluate the practical implementation, challenges, and viability of incorporating electric bikes into our fleet.

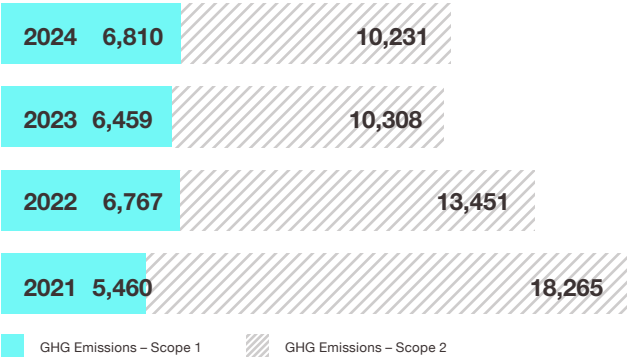
In 2025, we will be expanding the use of flex-fuel vehicles, optimising routes, and implementing a phased electrification of our logistics fleet based on the results of our pilot studies. Through these efforts, we remain dedicated to advancing sustainable transportation solutions while driving cost optimisation and operational excellence.

Emissions and Emission Intensity

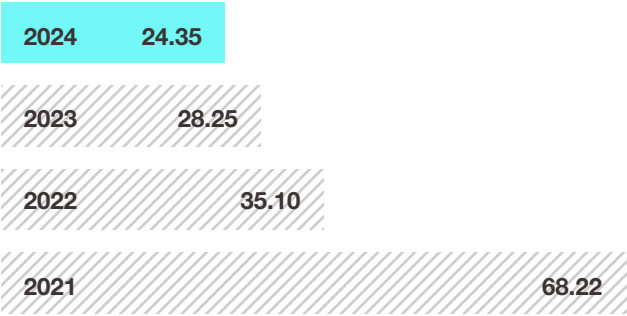
Metric	Key Performance Indicator	2021	2022	2023	2024
GHG Emissions in Tonnes CO ₂ e	GHG Emissions – Scope 1	5,460	6,767	6,459	6,810
	GHG Emissions – Scope 2	18,265	13,451	10,308	10,232
	Total GHG Emissions	23,725	20,218	16,767	17,042

While our energy reduction initiatives have lowered Scope 2 emissions from purchased electricity, increased production has led to a rise in Scope 1 emissions from LPG and refrigerant usage. While reviewing our internal reporting process, we identified that our 2023 Scope 2 emissions were lower than the figures initially reported in the 2023 Sustainability Report, prompting adjustments in this report. Nevertheless, we have improved our overall emissions intensity, reducing it from 28.25 tCO₂e/AED million in 2023 to 24.35 tCO₂e/AED million in 2024.

GHG Emissions in Tonnes CO₂e



Emissions Intensity in Tonnes CO₂e/Revenue in AED Million



Water Management

The Group recognises the critical role of water in its manufacturing processes and is committed to taking practical steps to ensure water is used efficiently and sustainably across all our operations. We have installed sensor-based taps in key areas of our facilities to reduce water wastage. Additionally, we are raising awareness among employees about the importance of water conservation, encouraging responsible usage throughout the organisation.

In 2024, we took further steps to track and optimise our water usage by installing separate water meters in various high-consumption areas, including the canteen, administration buildings, and production zones. This enables more granular monitoring, helping us identify specific areas or processes that are more water intensive. In the coming year, we plan to closely track and analyse detailed water consumption data, allowing us to implement targeted measures to reduce our overall water footprint.

Through these initiatives, we remain committed to responsible water usage across our organisation and continue to enhance our water management practices.

In 2024, our total water consumption was 56,279 m³.

Waste Management

The Group is committed to effective waste management and recycling across all its operations, with waste reduction being a key priority in both HSEQ and ESG policies. As a core sustainability metric, waste management is closely monitored, and we continually strive to improve our waste management practices and minimise our environmental impact.







Our waste management practices ensure compliance with local regulations while supporting the waste reduction programmes of Tadweer and the Environment Agency Abu Dhabi (EAD). Through collaboration with authorised environmental service providers (ESPs), we ensure that waste is responsibly recycled and disposed of, with an aim to divert it from landfills. Additionally, the Group undergoes periodic internal and external audits on waste management to maintain compliance with applicable regulations and the adopted environmental management standards (ISO 14001).

We actively encourage staff participation in waste management to reduce resource usage and support our long-term waste reduction targets. Regular training programmes are conducted for production staff to raise awareness on waste segregation, reduction, and categorisation. Additionally, our production staff monitor daily waste generation and incorporate waste reduction as a key performance indicator (KPI), contributing to an increased recyclability rate. These efforts helped us reduce hazardous and non-hazardous waste by 20%, a target we met in 2023 through initiatives like waste reuse and recycling. Through our focused efforts, we have significantly increased our recycling rate in 2024.




In 2025, we plan to further strengthen our waste management practices by identifying additional opportunities to reduce waste generation, advancing our recycling efforts, and collaborating with employees and service providers to minimise our environmental impact.










Appendix – ADX ESG Disclosure Content Index – Aligned with UN SDGs




ESG Metric	Calculation	Corresponding SDG	Corresponding Page Number/ Direct Answer	Omission, If Any – Reason and Explanation
E1. GHG Emissions	E1.1) Total amount in CO ₂ equivalents, for Scope 1		Page 82	
	E1.2) Total amount, in CO ₂ equivalents, for Scope 2 (if applicable)		Page 82	
	E1.3) Total amount, in CO ₂ equivalents, for Scope 3 (if applicable)		NA	This metric is not calculated by e7 Group
E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor		Page 83	
	E2.2) Total non-GHG emissions per output scaling factor		NA	This metric is not calculated by e7 Group
E3. Energy Usage	E3.1) Total amount of energy directly consumed		Page 81	
	E3.2) Total amount of energy indirectly consumed		Page 81	
E4. Energy Intensity	Total direct energy usage per output scaling factor		Page 81	
E5. Energy Mix	Percentage: Energy usage by generation type		Page 81	
E6. Water Usage	E6.1) Total amount of water consumed		Page 83	
	E6.2) Total amount of water reclaimed		NA	This metric is not calculated by e7 Group
E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No		Yes, they are a part of the HSEQ and ESG policies Page 79 – 83	
	E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No		Yes, they are a part of the HSEQ and ESG policies Page 79 – 83	
	E7.3) Does your company use a recognised energy management system?		Yes Page 79	

Appendix – ADX ESG Disclosure Content Index – Aligned with UN SDGs continued

ESG Metric	Calculation	Corresponding SDG	Corresponding Page Number/ Direct Answer	Omission, If Any – Reason and Explanation
E8. Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues? Yes/No		Yes, ESG is a part of Board room agenda which is being formalised through a dedicated ESG Committee in 2024 Page 88 – 89	
E9. Environmental Oversight	Does your Board oversee and/or manage sustainability issues? Yes/No			Yes
E10. Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development		NA	This metric is not calculated by e7 Group
S1. CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median FTE total compensation		In 2024, the CEO total compensation to median FTE total compensation is 50.	
	S1.2) Does your company report this metric in regulatory filings? Yes/No		No	
S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation		Page 84	
S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees		Page 85	
	S3.2) Percentage: Year-over-year change for part-time employees		Page 85	
	S3.3) Percentage: Year-over-year change for contractors/ consultants		NA	This data is not calculated by e7 Group

ESG Metric	Calculation	Corresponding SDG	Corresponding Page Number/ Direct Answer	Omission, If Any – Reason and Explanation
S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women		Page 84	
	S4.2) Percentage: Entry- and mid-level positions held by men and women		Page 84	
	S4.3) Percentage: Senior- and executive-level positions held by men and women		Page 84	
S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees		NA	This data is not calculated by e7 Group
	S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants			
S6. Non-Discrimination	Does your company follow a non-discrimination policy? Yes/No		Yes Page 84	
S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time		Page 86	
S8. Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No		Yes Page 85	
S9. Child & Forced Labour	S9.1) Does your company follow a child and/or forced labour policy? Yes/No		There is no separate policy. It is covered under the group's Code of Conduct.	
	S9.2) If yes, does your child and/or forced labour policy also cover suppliers and vendors? Yes/No		There is no separate policy. It is covered under the Supplier Code of Conduct.	
S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No		e7 Group does not have a separate human rights policy. This is addressed in the Code of Conduct and the Supplier Code of Conduct.	
	S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No			
S11. Nationalisation	Percentage of national employees		In 2024, the rate of national employees increased from 1.78% in 2023 to 2.6% in 2024.	

Appendix – ADX ESG Disclosure Content Index – Aligned with UN SDGs *continued*

ESG Metric	Calculation	Corresponding SDG	Corresponding Page Number/ Direct Answer	Omission, If Any – Reason and Explanation
S12. Community Investment	Amount invested in the community, as a percentage of company revenues.		NA	This metric is not calculated by e7 Group
G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women		Yes Page 88	
	G1.2) Percentage: Committee chairs occupied by men and women			
G2. Board Independence	G2.1) Does company prohibit CEO from serving as board chair? Yes/No		Yes Page 88	
	G2.2) Percentage: Total board seats occupied by independent board members			
G3. Incentivised Pay	Are executives formally incentivised to perform on sustainability?		ESG is a part of group's scorecard and about 5% is allocated to group's ESG performance. The overall scorecard defines the incentives of the executives.	
G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No		Yes, Page 86	
	G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?			



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