



Innovation and
Excellence in
Every Solution


Contents

Overview

- At a Glance
- Markets We Serve
- Our Journey
- Financial, Operational and ESG Highlights
- Year in Review
- Investment Case

ESG Report

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

- 
- At a Glance
 - Markets We Serve
 - Our Journey
 - Financial, Operational and ESG Highlights
 - Year in Review
 - Investment Case

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



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



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).



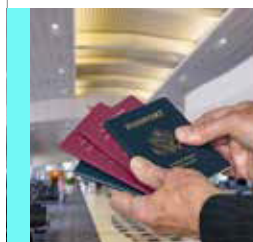
Launched security printing operations, e7 Security (formerly USP).





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.



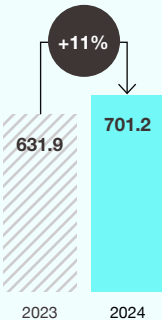
<p>➤</p> <p>2021</p>	<p>➤</p> <p>2022</p>	<p>➤</p> <p>2023</p>	<p>➤</p> <p>2024</p>
<p>Secured long-term strategic and exclusive secure printing contract with a UAE government branch.</p> 	<p>e7 Packaging: Foray into sustainable packaging segment through in-house manufacturing capacity installation.</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

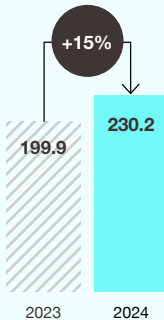
Revenue



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.

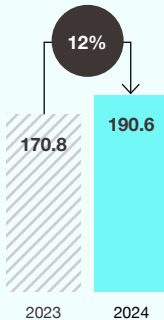
Gross Profit



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%.

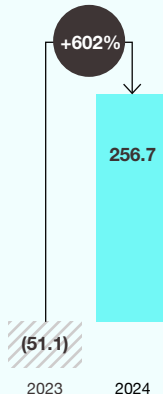
EBITDA



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.



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

ESG Report

Governance

Board of Directors

Good governance, board diversity, and effective oversight are vital for the long-term success of our organisation. We adhere to strong governance policies that ensure transparency, accountability, and ethical conduct, aligning with our actions, thereby benefiting our stakeholders and contributing to the overall success of the organisation.

The Group’s governance structure is fully aligned with the corporate governance standards set for publicly listed companies in the UAE. The Board of Directors comprises a diverse group of independent members, including one woman, fostering a variety of perspectives and enriching decision-making processes. This diversity enhances the Board’s ability to consider a broad range of insights when making key strategic decisions. Additionally, to preserve the independence of the Group’s leadership, the roles of Chairman and CEO are separate and not held by the same individual.

The Board is supported by four specialised committees: the Nomination and Remuneration Committee (NRC), the Audit and Risk Committee (ARC), the Strategy and Investment Committee (SIC), and the Environmental, Social, and

Governance (ESG) Committee. Each committee operates according to its own approved charter and holds regular meetings to review and address critical issues within its respective areas.

To ensure that the Board remains well-equipped to navigate the dynamic business environment, all members engage in annual events to keep their expertise aligned with the latest industry trends and market developments. Additionally, we regularly conduct comprehensive evaluations of the Board’s performance, including independent assessments by external parties, to uphold high standards of governance and ensure the ongoing effectiveness of our leadership.

Women currently represent 14% of the Board’s composition. Additionally, two of the sub-committees each include one female Board director.

Key Performance Indicators	Unit	2022	2023	2024
Board Seats Diversity	Percentage	25%	20%	14%
Committee Chairs Diversity	Percentage	25%	29%	33% ⁴
CEO/Board Independence	Yes/No	Yes	Yes	Yes
Total Board Seat Independence	Percentage	100%	100%	100%

⁴ The maximum chair diversity at any committee is 33%.

ESG Governance

In 2024, the Group made a significant stride in strengthening its commitment to sustainability by establishing a robust ESG governance structure. At the core of this structure is a dedicated ESG Board-level Committee, which plays an instrumental role in driving the Group’s sustainability agenda by providing strategic direction and overseeing the ESG strategy, performance, and alignment with global best practices. To ensure clarity and accountability, a formal charter was developed that outlines the specific roles and responsibilities of the committee, reinforcing transparency across the entire organisation.

The committee conducts quarterly meetings with the ESG team, a pivotal component of the Group’s sustainability framework. The ESG team is responsible for developing the ESG Action Plan, identifying, implementing and tracking the progress on the sustainability initiatives, monitoring the Group’s sustainability performance, and reporting the progress of ongoing ESG actions to the ESG Committee of the Board. Throughout 2024, the Committee successfully conducted four quarterly meetings, providing guidance on the ESG performance, assessing the impact of ESG initiatives, and making key decisions to steer the Company towards its sustainability objectives.

The Group formalised its commitment to sustainability by introducing a standalone ESG Policy, which was approved by the board in 2023. This policy serves as the foundation for embedding sustainability throughout the Group, outlining strategic objectives across the three key ESG pillars. The Environmental objectives focus on reducing the Group's carbon footprint, improving energy efficiency, minimising waste, adopting eco-design measures, and adhering to environmental management systems (EMS). On the Social front, the policy emphasises creating a diverse and safe workplace. It advocates for Emiratisation, development and well-being of employees, and community engagement efforts. The Governance pillar reaffirms the Group's commitment to maintaining high standards of corporate governance, integrity, transparency and fostering a culture of accountability throughout the organisation.

The ESG Policy also emphasises public reporting, ensuring transparency and accountability in the Group's ESG performance. In line with its commitment to transparent reporting, the Group published its Sustainability Reports for 2023 and 2024, providing a comprehensive and transparent overview of its ESG achievements, ongoing initiatives, and performance.

Audit and Control

Audit and control play a critical role in ensuring the integrity, transparency, and efficiency of our operations. We have established a robust governance system, supported by well-defined policies and procedures, which provides a solid foundation for risk management and ensuring compliance with applicable laws.

Fraud risk control is a key aspect of our audit and control system, ensuring the prevention and detection of potential fraud while safeguarding both company assets and reputation. Our Internal Audit department operates independently from other functions and follows a three-year audit plan, ensuring thorough and systematic assessments. This autonomy ensures objective evaluations and provides valuable insights to improve operational efficiency and compliance, thereby reinforcing the organisation's overall governance and risk management framework.

In 2024, we adopted the Enterprise Risk Management (ERM) framework, which helps identify and mitigate risks across all levels of the organisation. We maintain a comprehensive company-wide risk register that includes operational, financial, commercial, legal, and other related risks. As part of our commitment to sustainable practices, we integrated Environmental, Social, and Governance (ESG) risks into the risk register in 2024. These risks are regularly reviewed and updated, with the Audit and Risk Committee (ARC) receiving timely updates

to make proactive decisions on emerging risks. ESG risks are also updated quarterly to the ESG Committee of the Board for their oversight.

In 2024, we updated our governance framework by revising our Code of Conduct and existing policies and introducing new policies approved by the Board. These new and updated policies include Tax Policy, Insider Trading, Risk Management, Investor Relations, Business Continuity, Conflicts of Interest, Anti-Bribery and Corruption, Anti-Fraud, Sanctions, and Trade Compliance. Additionally, we introduced the "Speak Up" Whistleblowing policy, empowering employees and stakeholders to report suspected misconduct in good faith, with full confidentiality assured.

To further strengthen governance, we implemented the Internal Control over Financial Reporting (ICFR) policy, which defines roles and responsibilities and provides reasonable assurance regarding the preparation of financial statements in line with applicable accounting principles. We also conduct an annual external audit of our financial statements, overseen by an external auditor appointed by the Board of Directors and shareholders. To maintain the independence of the external audit process, we do not engage with these auditors for any non-audit services.



Data Privacy and Cyber Security

Ensuring data privacy and information security has become integral to our operations. To maintain robust data governance, we have established a data governance structure that oversees the management and protection of sensitive information. This structure is supported by clear data privacy and information security policies designed to align with industry standards and applicable regulations.

The Group is using a diverse suite of advanced tools and technologies to implement its cybersecurity strategy to protect our systems and data. We have established robust endpoint protection through the deployment of advanced security solutions that safeguard devices and systems against potential threats. Additionally, our network is fortified with high-performance firewalls and intrusion prevention technologies, which provide essential protection against unauthorised access and cyberattacks, both on-premises and in the cloud.

In 2023, we made significant enhancements to our data center infrastructure, transitioning from traditional Serial-Attached Small computer systems interface (SAS) disks to high-performance Solid-State Drives (SSDs) for critical servers, ensuring efficient and secure data management. To further strengthen our cybersecurity framework, we implemented a range of security measures - Security Operations Centre (SOC), coupled with Security Information and Event Management (SIEM) systems and Endpoint Detection and Response (EDR) tools, significantly enhanced our ability to detect and mitigate potential security threats.

Building on this progress in 2024, we prioritised identity and access management by implementing solutions that enforce strong authentication methods, monitor and control privileged access, and safeguard against unauthorised access. We have deployed network monitoring tools to oversee network activity, enabling real-time threat detection and response to any malicious activities. We have also implemented advanced solutions such as Email Security Gateway and Privileged Access Management (PAM), ensuring secure access control to mitigate risks from external threats.







To protect email communications, we have employed advanced filtering and data loss prevention technologies, effectively blocking phishing attempts, malware, and potential data leaks. Additionally, mobile device management is integrated to ensure that all mobile endpoints are properly secured and protected against cyber threats.

Our commitment to information security is further demonstrated through various certifications secured and renewed year on year, which includes ISO 27001 - Information Security Management System (ISMS) certification and the GSMA's Security Accreditation Scheme (SAS) certification, underscoring our commitment to secure user data and preventing fraud. In 2023, the Group secured the ISO 14298 - Security Printing Management System certification by assessing and improving its printing processes to comply with the standards. Additionally, we also obtained the PCI compliance for China Union Pay Cards for our Security printing business, aligning with stringent regulatory requirements to safeguard sensitive financial data.




Furthermore, we have implemented a robust Data Privacy Policy, which complies with the General Data Protection Regulation (GDPR) and relevant UAE laws, including Federal Decree-Law No. 45 of 2021 on Personal Data Protection and UAE Federal Law No. (1) of 2006 on Information Technology Crimes Prevention. These measures ensure the protection of personal and sensitive information while adhering to legal obligations, reinforcing our commitment to securing data across all aspects of our operations.










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?			

ESG Metric	Calculation	Corresponding SDG	Corresponding Page Number/ Direct Answer	Omission, If Any – Reason and Explanation
G5. Ethics & Prevention of Corruption	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No		Yes Page 89	
	G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?		100% of the group's employees have formally declared compliance with the ethics and anti-corruption policy.	
G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No		Yes Page 90	
	G6.2) Has your company taken steps to comply with GDPR rules? Yes/No			
G7. ESG Reporting	Does your company publish a ESG Report? Yes/No		Yes	
G8. Disclosure Practices	G8.1) Does your company provide sustainability data to ESG Reporting frameworks? Yes/No		Yes	
	G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No		Yes	
	G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No		e7 Group aims to set targets and report progress against the UN SDG goals in the upcoming reporting cycles	
G9. External Assurance	Are your sustainability disclosures assured or validated by a third-party audit firm? Yes/No		e7 Group aims to get assurance on sustainability disclosures in the upcoming reporting cycles.	



e7 Group
Plot 220, Old Shahama,
Abu Dhabi, UAE

info@e7group.ae
www.e7group.ae