التاريخ: 30 ديسمبر 2025
الإشارة: ATC/Boursa/Discl-20251230

السادة/ شركة بورصة الكويت   المحترمين

تحية طيبة وبعد،

الموضوع: تقرير الاستدامة الخاص بشركة التقدم التكنولوجي ش.م.ك.ع
للعام 2024

بالإشــارة إلى الموضــوع أعلاه، وعملاً بأحكام الفصــل الأول من الكتاب الثاني عشــر "قواعد الإدراج" من اللائحة التنفيذية للقانون رقم 7 لسنة 2010 بشأن إنشاء هيئة أسواق المال وتنظيم نشاط الأوراق المالية وتعديلاتهما، نرفق لكم تقرير الاستدامة الخاص بشركة التقدم التكنولوجي (ش.م.ك.ع) للعام 2024.

وتفضلوا بقبول فائق الاحترام والتقدير،

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ATC

Sustainability
Report 2024

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INTRODUCTION

About ATC

Established in 1981, Advanced Technology Company (ATC) has become a significant player in the medical sector, delivering and servicing medical equipment and supplies in Kuwait for over four decades. ATC maintains strategic partnerships with over 350 global healthcare brands, providing products and integrated solutions that meet the demands of a modern healthcare ecosystem. The company operates across key sectors including diagnostic imaging systems, lifecare solutions and health facility infrastructure, dialysis, laboratory environmental management and automation, medical and surgical solutions, pharmaceuticals, healthcare manpower services, home care services, dental solutions. Headquartered in Salmiya, ATC employs over 2,100 professionals and has been listed on Boursa Kuwait since 2007.

Additionally, ATC strategically invests surplus capital in real estate and financial portfolios to enhance its long-term value. The company's operational footprint, comprising both corporate offices and warehouses.

Corporate Office 1	Corporate Office 2
Head Office	**Amghara Office**
Corporate Office 3	Corporate Office 4
Symphony Complex	**Tala Center**
Warehouse 1	Warehouse 2
Amghara Warehouse	**New Sabah Hospital Warehouse**
Warehouse 3	Warehouse 4
Central Warehouse	**Agility Warehouse**

ATC maintains strategic partnerships with more than 350 global healthcare brands, offering products and integrated solutions that meet the evolving demands of a modern healthcare ecosystem. Its operations span multiple sectors, including diagnostic imaging, lifecare and health facility infrastructure, laboratory and environmental management, medical and surgical solutions, pharmaceuticals, healthcare manpower services, homecare, and dental solutions.

8 Facilities
(4 Corporate Offices, 4 Warehouses)

Over **2,100**
Professionals working across facilities

Serving **1,000+**
Clients (Public and Private sector)

ATC operates from eight facilities across Kuwait, comprising four corporate offices and four warehouses. This network reflects the company's strategy of maintaining long-term control over core assets while leveraging leased spaces for flexibility and operational efficiency.

With an emphasis on sustainability and innovation, ATC continues to align its operations with global best practices in healthcare delivery, digital transformation, and environmental responsibility. By investing in advanced technologies, talent development, and sustainable practices, the company aims to not only meet the evolving healthcare needs of its stakeholders but also contribute meaningfully to Kuwait's long-term vision for improved public health and sustainable economic growth.

Vision

To be the region's trusted leader in delivering integrated healthcare and environmental solutions that advance well-being, sustainability, and innovation for future generations.

Mission

We empower Kuwait's healthcare ecosystem through world-class technologies, reliable partnerships, and sustainable practices that improve patient outcomes, protect the environment, and create lasting value for our stakeholders.

Values

ATC upholds its core values of trust, transparency, and teamwork to drive Reliability, sustainability, and integrity in all aspects of our business.

OUR VALUE PILLARS

Reliability

ATC delivers consistent and dependable solutions to meet the needs of clients and stakeholders, ensuring trust through quality performance and long-term commitment.

Sustainability

ATC integrates sustainable practices across its operations to minimize environmental impact, optimize resource efficiency, and create long-term value for both shareholders and society.

Reputation

ATC upholds its strong market standing by continuously delivering excellence, fostering goodwill, and being recognized as a trusted partner in healthcare and environmental solutions.

Integrity

ATC conducts its business with the highest ethical standards, ensuring transparency, fairness, and accountability in all interactions with stakeholders.

Respect

ATC values the dignity, diversity, and contributions of its employees, customers, and partners, fostering a culture of collaboration and mutual appreciation.

Responsiveness

ATC remains agile and proactive in addressing customer requirements and market changes, providing timely support and solutions that drive stakeholder satisfaction.

Commitment to Quality and Excellence

At Advanced Technology Company (ATC), we focus on delivering fully integrated and tailored solutions that extend beyond products, providing strong after-sales support and long-term value creation.

Quality stands at the center of ATC's business strategy and remains essential to earning and maintaining stakeholder trust. ATC was the first healthcare company in Kuwait to achieve ISO 9002 certification in 1999 and has since embedded continuous improvement across all operations. Today, its management systems align with ISO 9001:2015 standards, reaffirming the company's commitment to excellence, efficiency, and customer satisfaction.

Integrated Solutions and Turnkey Expertise

ATC specializes in the end-to-end delivery of healthcare and institutional projects, including hospitals, laboratories, universities, hotels, and other facilities. Our turnkey solutions combine advanced global technologies with deep local expertise, supported by OEM-certified engineers and a highly skilled technical team. This approach enables ATC to deliver reliable, sustainable, and future-ready healthcare infrastructure. Examples of turnkey projects and large-scale developments are presented in Table 2: Turnkey and Mega Projects at a Glance.

Customer-Centric Approach

Customer feedback is a critical driver of our improvement journey. We continuously gather insights from our stakeholders to refine solutions, enhance service quality, and anticipate emerging needs. Our structured feedback system ensures that concerns are addressed within defined timelines, reinforcing transparency and accountability. By embedding customer satisfaction, operational efficiency, and quality excellence at the heart of our strategy, ATC continues to strengthen its position as a trusted partner in Kuwait's healthcare ecosystem.

Key Client Partnerships

ATC serves over 1,000 clients across Kuwait, spanning both government and private sectors. Our clientele includes:

- Ministries such as Health, Education, Defence, Planning, and Interior

- Kuwait National Guard and Public Authorities (Agriculture, Environment, Applied Education)Oil and gas companies including KOC, KNPC, and KGOC

- Research and academic institutions such as Kuwait University, KFAS, and Dasman Diabetes Institute

- Hospitals, clinics, pharmacies, laboratories, and healthcare providers

- International partners including U.S. and British military health facilities

- This wide client base demonstrates our ability to address diverse requirements, from advanced medical technology to environmental and infrastructure solutions.

Table- 1: Turnkey and Mega Projects at a Glance :

The following portfolio represents ATC's products and services, comprising in-house solutions, strategic partnerships, and Kuwait operations.

Turnkey Projects	Mega Projects
Sabah Al-Ahmad Urology Center	The New Jahra Hospital
Chest Hospital Radiology and Echo Cardiograph	Farwaniya Hospital Expansion
TB Hospital	Kuwait Cancer Center
Mubarak Dialysis Center	New Al-Sabah Hospital Expansion
Super Central Sterilization Supply Dept.	Kuwait New Maternity Hospital
Al Adan and Al Farwaniya Dialysis Center	Al-Razi Hospital Expansion
Sabah Al-Ahmad Cardiac Center	—
New Adan ICU	—
MOH Information Systems Department Advanced Technology Center	—

PRODUCT and SERVICES

Diagnostic Imaging

ATC's Diagnostic Imaging division provides advanced solutions across all major modalities, including MRI, CT, Ultrasound, Radiotherapy, Nuclear Medicine, Molecular Imaging, and X-Ray systems. Through its partnerships with leading global manufacturers, ATC delivers integrated imaging technologies that enhance diagnostic precision and patient care.

LifeCare Solution and Health Facility Infrastructure

The LifeCare Solutions division covers a broad spectrum of hospital and clinical systems, offering turnkey medical infrastructure that includes medical gases, modular solutions, nurse call systems, clean HVAC, and electromechanical works. ATC's engineering teams manage every stage from design to commissioning with efficiency and technical expertise.

Laboratory and Environmental Solutions

ATC offers comprehensive laboratory and environmental management solutions, integrating high-quality diagnostic systems, automation platforms, and laboratory information systems (LIS). These technologies support reliable, efficient, and sustainable laboratory operations that meet international standards.

Pharmacy Automation and Advanced Systems (PAAS)

ATC's PAAS division manages hospital turnkey projects and distributes advanced pharmacy automation systems and modular solutions across Kuwait's healthcare sector. It offers a broad portfolio, including automated systems for pharmacy, chemotherapy, radiotherapy, surgical care, and mobile clinics, aimed at improving patient care, security, and efficiency. With strong global partnerships and a market-driven approach, the division strives to expand its footprint and deliver comprehensive, future-ready healthcare solutions in Kuwait.

Medical Surgical OR Solutions

ATC's Medical and Surgical division provides complete operating room solutions — from integrated OR systems and surgical instruments to hospital consumables. Its portfolio supports multiple specialties including orthopedics, neurosurgery, oncology, cardiology, and general surgery, promoting safety and operational efficiency across clinical settings.

Infection Control and Waste Management

ATC delivers advanced sterilization, disinfection, and waste management technologies designed to safeguard patients and healthcare professionals. The division provides end-to-end project execution, including design, installation, and 24/7 technical support by OEM-certified engineers.

Pharmaceuticals and AgriVet

The Pharmaceuticals and AgriVet division supplies ethical drugs, oncology treatments, dermatology products, disinfectants, supplements, and medical devices. It also supports veterinary and agricultural solutions, contributing to both human and animal health sectors with a strong focus on safety and efficacy.

Digital Solutions

ATC's Digital Solutions division drives healthcare digital transformation through hospital information systems (HIS), electronic health records (EHR), infection control analytics, and telehealth platforms. The team also provides enterprise IT infrastructure, cybersecurity, and data integration services to strengthen operational efficiency.

Kitchen and Laundry Solutions

Since 1988, ATC's Kitchen and Laundry division has delivered complete turnkey solutions for hospitals, hotels, and catering facilities , from design and planning to installation and servicing. The division's products combine hygiene, durability, and high performance in food and laundry operations.

Security and Audio-Visual Systems

ATC offers integrated security and AV solutions, including CCTV, access control, digital signage, and public address systems. These technologies strengthen healthcare facility safety, communication, and operational management across critical environments.

Healthcare Manpower and HomeCare Services

Through its HomeCare division, ATC delivers compassionate in-home nursing, physiotherapy, and rehabilitation services. The team provides personalized care for elderly, post-operative, and special-needs patients, promoting well-being and independence within home environments.

TURNKEY PROJECTS

Sabah Al-Ahmad Urology Center

Client: Ministry of Health.

Project Size: KWD 4.25 million.

Completed in record 12 months time. First specialized center in Kuwait for Urology and Nephrology.

Comprehensive state of the art Radiology department with 5 operating rooms and 110 beds.

TB Hospital

Client: Ministry of Health.

Project Size: KWD 2.25 million.

Specialized center for tuberculosis patients with self sufficient services.

Chest Hospital Radiology and Echo Cardiograph

Client: Ministry of Health.

Project Size: KWD 2.62 million.

Equipped with the new generation medical devices and cardiology information systems.

Radiology and Cardiology Interventional Center includes MRI, CT, X-Ray, Interventional Catheterization and Echo cardiac Ultrasound.

Mubarak Dialysis Center

Client: Ministry of Health.

Project Size: KWD 4.25 million.

A highly specialized dialysis center with state-of-the-art facilities for inpatient and outpatient treatment.

Providing peritoneal dialysis and hemodialysis.

TURNKEY PROJECTS

Super Central Sterilization Supply Dept.

Client: Ministry of Health.

Project Size: KWD 3.25 million.

Reference site for Getinge, Sweden.

Largest CSSD in Middle East under one roof.

Equipped with the most advanced steam sterilizers with PACS3000 control system and fully automated loading / unloading system with data logging capabilities.

Al Adan and Al Farwaniya Dialysis Center

Client: Ministry of Health.

Project Size: KWD 1.75 million.

Referred to as the center of excellence by Gambro AB Sweden.

Fully equipped to handle dialysis needs of up to 48 patients simultaneously.

Sabah Al-Ahmad Cardiac Center

Client: Ministry of Health.

Project Size: KWD 3.30 million.

First Cardiac Center in Kuwait dedicated to the study of coronary artery disease and acute coronary syndrome.

Fully integrated solution with latest technologies for 30 ORs.

New Adan ICU

Client: Ministry of Health.

Project Size: KWD 2.80 million.

One of the largest intensive care units in any healthcare facility in Kuwait.

First ICU in Kuwait with a capacity of 41 beds built with latest generation life saving systems.

TURNKEY and MEGA PROJECTS

MOH Information Systems Department Advanced Technology Center

Client: Ministry of Health.

Project Size: KWD 1.62 million.

Providing Ministry of Health with a cutting-edge IT data center.

Centralised controlling and monitoring all of MOH's IT activities using state of the art technology.

Network connectivity for all the hospitals.

The New Jahra Hospital

Client: Al-Diwan Al-Amiri.

Project Size: KWD 89.1 million.

Bed Capacity: 1234.

Main Contractor: Mohammed Abdul Mohsen Al-Kharafi Co.

ATC Scope: Design and installation of medical equipment, furniture and modular cladding system and operational maintenance.

Farwaniya Hospital Expansion

Client: Ministry of Health.

Project Size: KWD 3.30 million.

Bed Capacity: 955.

Main Contractor: Syed Hamid Behbehani and Sons Co.

ATC Scope: Design, installation and operational maintenance of medical equipment, furniture, gas and other works.

Kuwait Cancer Center

Client: Ministry of Health.

Project Size: KWD 60.0 million.

Bed Capacity: 618.

Main Contractor: Al-Ghanim International General Trading and Contracting Co.

ATC Scope: Design and installation of equipment, furniture and operational maintenance.

MEGA PROJECTS

New Al-Sabah Hospital Expansion

Client: Ministry of Health.

Project Size: KWD 42.1 million.

Bed Capacity: 617.

Main Contractor: JV of Al-Sager General Trading and Construction Co. and M/s Shapoorji Pallonji Mideast (L.L.C)

ATC Scope: Design and installation of equipment, furniture and operational maintenance.

Kuwait New Maternity Hospital

Client: Al-Diwan Al-Amiri.

Project Size: KWD 41.9 million.

Bed Capacity: 780.

Main Contractor: Impressa Pizzarotti and C. SPA

ATC Scope: Design and installation of furnishing, medical equipment and operational maintenance.

Al-Razi Hospital Expansion

Client: Ministry of Health.

Project Size: KWD 9.1 million.

Bed Capacity: 240.

Main Contractor: Al-Ghanim International General Contracting Co. W.L.L.

ATC Scope: Design and installation of equipment, furniture and operational maintenance.

Awards & Recognitions

During the reporting period, ATC was honored with several prestigious international awards and recognitions that reflect not only our strong business performance but also our commitment to quality, innovation, and healthcare excellence. These achievements highlight ATC's sustained partnerships, customer trust, and contribution to advancing healthcare solutions responsibly and sustainably.

Key Highlights:

1. Leadership Excellence

As this is ATC's first sustainability report, there are no prior disclosures or data restatements applicable for the reporting period.

2. Global Partner of Choice

GE Healthcare: Best Partner of the Year 2024 – Interventional Guided Systems

GE Healthcare: Award Champion – Consumables and Accessories 2025 (Global Executive Channel Partner Meeting, Helsinki)

3. Performance and Growth Recognition

Zimmer Biomet: Outstanding Performance Award 2024 (EMEA Emerging Markets)

Brainlab RT: Sales Orders Award 2024 (Munich, Germany)

4. Excellence in Diagnostics

Radiometer MENA: 1st Place Overall Performance Award 2024

Radiometer MENA: 1st Place BG Performance Award 2024

5. Innovation in Healthcare Solutions

FillMed: Highest NCTF® 135 HA Partner Achievement Award 2024

Alignment with ATC's Sustainability Vision

- Building long-term, trust-based partnerships with global healthcare innovators.
- Delivering high-quality, patient-centric solutions that enhance healthcare outcomes.
- Driving continuous improvement, operational excellence, and innovation in diagnostics, devices, and life sciences.
- Reinforcing ATC's role as a responsible healthcare distributor supporting better healthcare access in the region.

Award Champion – Consumables and Accessories

Honored at the GE Healthcare Global Executive Channel Partner Meeting 2025 in Helsinki, Finland, with the "Award Champion – Consumables and Accessories."

Economic Value Generated

The table below reflects A.T.C 's contributions to shareholders, national development, and social responsibility during the reporting period. These contributions embody the company's balanced approach to value creation, rewarding shareholders while also supporting education, workforce development, and community obligations. Details of these contributions are presented in Table 2 below.

Table- 2: Snapshot of 2024 Financial Performance

A.T.C Group	Amount (KWD)
Total amount of shareholder dividends	3,000,000
Contribution to the Kuwait Foundation for the Advancement of Science (KFAS)	8,961
Contribution to National Support Labor Support Tax (NLST)	88,014
Contribution to Zakat	35,206
Total payment amount to shareholders and government entities	3,132,181

Through these payments, A.T.C underscores its commitment to sustainable business practices by ensuring shareholder value while actively contributing to education, research, and innovation through KFAS. At the same time, the company strengthens national development by fulfilling its obligations under the National Labor Support Tax, which supports Kuwait's workforce. The contribution to Zakat highlights the organization's adherence to cultural and ethical responsibilities, while dividend distributions ensure transparent and fair returns to investors. Taken together, these contributions reinforce A.T.C's role as a responsible corporate citizen, dedicated to advancing Kuwait's social and economic fabric while maintaining long-term financial stewardship.

Social Value Generated and Community Investment

While our operations generate significant economic value for Kuwait, we believe our responsibility extends beyond financial metrics to creating lasting positive social impact. This is achieved through our company-wide community engagement program, which aligns with our core business expertise in health and wellness.

Our community initiatives are coordinated centrally and implemented consistently across all our sites in Kuwait, including our HQ, warehouses, showrooms, and service teams. This ensures a unified and strategic approach to our social contributions, encompassing health awareness events, blood-donation drives, equipment demonstrations at public campaigns, and targeted university outreach programs.

Our focus is primarily on health awareness and skills development. Key initiatives include:

Conducting free health screening and awareness activations with medical partners.

Hosting educational talks and equipment demonstrations at schools and universities.

Providing valuable internship opportunities for students.

Encouraging staff volunteering to support community causes.

Linking Social Investment to Economic Value

These programs are not merely philanthropic; they generate significant economic value by fostering a healthier, more skilled community workforce, strengthening our brand equity, and ensuring the long-term sustainability of the market we operate in. By investing in the community's well-being today, we are helping to build a more prosperous and resilient economy for tomorrow.

About this report

PURPOSE AND SCOPE

Advanced Technology Company ("ATC" or "the Company" or "the Organization" or "We") is pleased to present its inaugural Sustainability Report for the calendar year 2024 (hereinafter referred to as "the Report").

As a leading provider in medical equipment and healthcare distribution, ATC is committed to embedding Environmental, Social, and Governance (ESG) principles across its operations. This first Report marks a significant milestone in our sustainability journey, highlighting our commitment to responsible business practices, stakeholder engagement, and long-term value creation.

Through this Report, we aim to communicate the initial steps and progress we have made in identifying, managing, and reporting our ESG impacts. It also outlines how our activities support our stakeholders , including healthcare providers, government entities, employees, suppliers, shareholders, and the broader community , as we work toward building a more sustainable and resilient future.

REPORTING PERIOD

This report details our sustainability performance for the period covering January 1, 2024, to December 31, 2024.

REPORTING FRAMEWORK

This inaugural Sustainability Report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards 2021 and reflects our commitment to the United Nations Sustainable Development Goals (SDGs). As part of our ESG journey, we aim to establish a structured approach to identifying, managing, and disclosing our Environmental, Social, and Governance (ESG) impacts.

We have also mapped our disclosures to the Boursa Kuwait ESG Disclosure Guide, developed to support listed companies in enhancing transparency and accountability. This guide provides a consistent framework to respond to the growing demand from stakeholders , including investors, regulators, customers, and suppliers , for reliable ESG-related information.

EXTERNAL ASSURANCE

External validation has not been sought for this report. The information contained herein has been examined and approved by relevant subject matter experts within ATC and has received the endorsement of our senior management team.

RESTATEMENTS OF INFORMATION

As this is ATC's first sustainability report, there are no prior disclosures or data restatements applicable for the reporting period.

COMMUNICATION

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REPORTING BOUNDARY

This report presents the Environmental, Social, and Governance (ESG) performance of Advanced Technology Company K.S.C.P (ATC) for the period January 1, 2024, to December 31, 2024. It highlights the company's sustainability initiatives and achievements across its core operations in Kuwait, including medical equipment distribution and related services.

Message from the Chairman

Dear Stakeholders,

It is my honor to present ATC's inaugural Sustainability Report for the fiscal year 2024. This report represents not only a milestone in our transparency and accountability but also a reflection of ATC's unwavering leadership in advancing Environmental, Social, and Governance (ESG) practices within Kuwait's healthcare and environmental solutions industry.

For decades, ATC has been at the forefront of Kuwait's healthcare sector, serving over 1,000 clients including government and private hospitals, clinics, laboratories, dental practitioners, and veterinarians. Today, we remain the trusted partner delivering more than 95% of hospitals' operational requirements, powered by a strong network of over 350 global healthcare brands. This unmatched scale and integration enable us to set the benchmark for innovation, service excellence, and sustainable value creation in the region.

Sustainability as a Strategic Priority

This inaugural Sustainability Report underscores our dedication to embedding ESG principles across our operations. We are introducing key metrics in environmental stewardship (GHG emissions, Energy and Fuel Management, Waste Management, Water Management), social responsibility (Data Privacy and Security, Product Safety and quality, Employee Well-being/labour Management, Diversity and Equal Opportunities), and governance excellence (Business Ethics Corporate Governance, Risk Management).

With a workforce of approximately 3,516 employees, we continue to prioritize people development, skill-building, and diversity as essential enablers of growth. Equally, our CSR initiatives and environmentally conscious practices reflect ATC's broader contribution to Kuwait's sustainable progress.

Operational and Strategic Contributions

FY2024 was a year of achievement and resilience. We successfully delivered the New Maternity Hospital, a critical addition to Kuwait's healthcare infrastructure, while continuing to progress on other landmark projects such as Al-Sabah Hospital and the Kuwait Cancer Control Center both set to strengthen national healthcare capacity by 2025.

Financially, ATC continues to demonstrate stability and growth. Consolidated revenues rose to KWD 179.2 million in 2024 from KWD 168.6 million in 2023, supported by recurring revenue streams from maintenance and medical supplies, alongside promising growth from our healthcare services division launched in 2023. These results highlight our ability to deliver both resilience and opportunity, even in a dynamic operating environment.

Innovation and Impact

Our leadership extends beyond infrastructure and into innovation. ATC is continuously reshaping healthcare delivery in Kuwait through advanced diagnostics, pharmaceuticals, homecare services, sterilization, IT systems, and facility engineering. These solutions reflect our commitment to not only meeting but anticipating the evolving needs of the healthcare sector and the communities we serve.

Looking Ahead

Our sustainability journey is long-term and transformative. ATC is not only responding to global ESG imperatives but also striving to lead by example in Kuwait's healthcare industry. As we move forward, we will strengthen ESG integration, expand transparent disclosures, and set higher standards of responsible business practices.

On behalf of the Board of Directors, I extend my deepest gratitude to our stakeholders, employees, and partners for their continued trust and support. Together, we are charting a course that ensures ATC remains a pioneer in healthcare and sustainability, delivering value today, and securing a healthier, more sustainable future for generations to come.

Fouad Mohammed Thunyan Al Ghanim

Chairman of the Board of Directors

> *Sustainability is the driving force behind ATC's mission-to deliver healthcare excellence while shaping a resilient, responsible, and sustainable future for Kuwait.*

Sustainability Highlights 2024

Environment

Total GHG Emissions - 4,791,718.82 (4,791.7 mtCO$_2$e)

GHG Intensity – 26.73 mtCO$_2$e/Million KWD

Net Water Consumption - 5,618 m³

Social

0 incidents	0 incidents	0 incidents
Data Breaches	Unauthorized Data Access	Non-compliance with Laws and Regulations
0 incidents	0 incidents	0 incidents
Labor Violations	Workplace Harassment	Unsafe Work Conditions

Governance

0 incidents	0 incidents	0 incidents
Discrimination	Corruption	Money Laundering

Alignment with UN SDGs

As part of its inaugural sustainability journey, A.T.C (Advanced Technology Company) has aligned its key sustainability priorities with the United Nations Sustainable Development Goals (UN SDGs). This alignment reflects A.T.C's commitment to contributing meaningfully to global efforts addressing environmental, social, and economic challenges. Recognizing the role of the healthcare and medical distribution sector in advancing public well-being and environmental responsibility, A.T.C has mapped its material topics to relevant SDGs. This structured approach ensures that our sustainability initiatives are not only aligned with international standards but also designed to deliver measurable impact. This alignment provides a robust foundation for tracking our progress, strengthening accountability, and ensuring that our contributions support the broader global agenda for sustainable development.

Environment

Table- 3:   Alignment of Environment Materiality topics with UN SDGs

Material Topics	UN SDGs Alignment	Kuwait's 2035 National Development Plan	SDG Alignment With Kuwait National Development Plan
GHG Emissions	(SDG 7, 9, 12, 13)	Sustainable Living Environment	(icon)
Water Management	(SDG 7, 8, 9, 12, 13)	Sustainable Diversified Economy Developed Infrastructure	(icons)
Waste Management	(SDG 3, 6, 12)	Sustainable Living Environment Developed Infrastructure	(icons)
Energy and Fuel Management	(SDG 3, 6, 11, 12, 13)	Sustainable Living Environment Effective Government Administration	(icons)

The alignment with UN SDGs in the environmental dimension highlights Kuwait's commitment to reducing emissions, conserving water, managing waste responsibly, and enhancing energy efficiency to ensure sustainable resource use and environmental resilience.

GHG Emissions

Focus on clean energy, innovation, and climate action, supported by a Sustainable Living Environment.

Water Management

Linked to economy and infrastructure goals, aligned with SDGs on energy, cities, and climate resilience.

Waste Management

Targets health, sanitation, and responsible consumption with priorities on sustainable environment and infrastructure.

Energy and Fuel Management
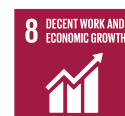
Emphasizes efficiency, affordable energy, and governance, reinforcing climate action and institutional excellence.

https://www.atc.com.kw/

Alignment with UN SDGs

Social

Table- 4:   Alignment of Social Materiality topics with UN SDGs

Material Topics	UN SDGs Alignment	Kuwait's 2035 National Development Plan	SDG Alignment With Kuwait National Development Plan
Data Privacy and Security	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Sustainable Living Environment	
Product Safety and quality	3 GOOD HEALTH AND WELL-BEING / 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Sustainable Diversified Economy Developed Infrastructure	
Employee Well-being/labor Management	3 GOOD HEALTH AND WELL-BEING / 8 DECENT WORK AND ECONOMIC GROWTH	Sustainable Living Environment Developed Infrastructure	
Diversity and Equal Opportunities	5 GENDER EQUALITY / 8 DECENT WORK AND ECONOMIC GROWTH / 10 REDUCED INEQUALITIES	Sustainable Living Environment Effective Government Administration	

The alignment with UN SDGs in the environmental dimension highlights Kuwait's commitment to reducing emissions, conserving water, managing waste responsibly, and enhancing energy efficiency to ensure sustainable resource use and environmental resilience.
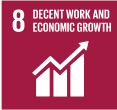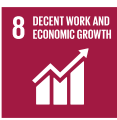
- Data Privacy and Security are linked to SDG 16 (Peace, Justice, and Strong Institutions) and SDG 9 (Industry, Innovation, and Infrastructure). Within Kuwait's 2035 National Development Plan, this area is supported by the goals of Effective Government Administration and Developed Infrastructure. Accordingly, the Kuwait National Development Priorities emphasize Institutional Excellence and Smart Government to ensure data protection and secure systems.

- Product Safety and Quality align with SDG 3 (Good Health and Well-being), SDG 8 (Decent Work and Economic Growth), and SDG 9 (Industry, Innovation, and Infrastructure). Kuwait's 2035 Plan promotes High Quality Healthcare and a Sustainable Diversified Economy, while the national priorities focus on ensuring a Healthy Population and fostering a Sustainable Economy.

- Employee Well-being connects directly to SDG 8 and SDG 3. This is reflected in Kuwait's objectives of providing High Quality Healthcare and advancing Human Capital Development. At the national priority level, the focus is on building a Healthy Population and promoting Human Development, ensuring that employee welfare is central to sustainable progress.

- Finally, Diversity and Equal Opportunities address SDG 5 (Gender Equality), SDG 8, and SDG 10 (Reduced Inequalities). Under Kuwait's 2035 Plan, Human Capital Development and Effective Government Administration play a central role, while the national priorities emphasize both Human Development and Institutional Excellence to create an inclusive and equitable society.

- Overall, the alignment demonstrates Kuwait's dedication to advancing social sustainability through strong governance frameworks, high-quality healthcare, economic resilience, and inclusivity. By integrating UN SDGs with Kuwait Vision 2035, the country ensures that its local priorities are consistent with global development goals, supporting long-term sustainable growth.

https://www.atc.com.kw/

Alignment with UN SDGs

Governance
Table- 5:   Alignment of Governance Materiality topics with UN SDGs

Material Topics	UN SDGs Alignment	Kuwait's 2035 National Development Plan	SDG Alignment With Kuwait National Development Plan
Business Ethics	8 DECENT WORK AND ECONOMIC GROWTH / 16 PEACE, JUSTICE AND STRONG INSTITUTIONS / 17 PARTNERSHIPS FOR THE GOALS	Effective Government Administration Sustainable Diversified Economy	
Corporate Governance	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Effective Government Administration	
Risk Management	8 DECENT WORK AND ECONOMIC GROWTH / 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 13 CLIMATE ACTION	Effective Government Administration Sustainable Diversified Economy	

The alignment with UN SDGs in the governance dimension highlights Kuwait's focus on transparency, accountability, and resilience as key drivers of sustainable development.

- Business Ethics align with SDG 8 (Decent Work and Economic Growth), SDG 16 (Peace, Justice and Strong Institutions), and SDG 9 (Industry, Innovation and Infrastructure). Within Kuwait's 2035 National Development Plan, this is supported by Effective Government Administration and Standards/Distributed Authority. At the national priority level, the emphasis is placed on building a Sustainable Economy and achieving Institutional Excellence.

- Corporate Governance is directly tied to SDG 16, reflecting the importance of strong institutions. Kuwait's 2035 Plan identifies Effective Government Administration as the key enabler, while the national priorities highlight Institutional Excellence as a cornerstone of good governance.

- Risk Management connects to SDG 8, SDG 16, and SDG 13 (Climate Action). This area is addressed through Effective Government Administration and a Sustainable Diversified Economy in the 2035 Plan. At the national level, the priorities are focused on building a Sustainable Economy and ensuring Institutional Excellence to effectively address potential risks.

- Overall, governance alignment with UN SDGs emphasizes the importance of business ethics, corporate governance, and risk management as critical enablers of Kuwait's sustainable growth. By integrating these elements into Vision 2035, Kuwait ensures that its governance framework strengthens effective administration, institutional excellence, and economic sustainability, while remaining consistent with global development goals.

https://www.atc.com.kw/

Stakeholder Engagement

At A.T.C, stakeholder engagement is integral to our sustainability journey. As we present our first sustainability report, we recognize stakeholders as individuals or groups who influence or are impacted by our operations. These include internal stakeholders like employees and management, and external ones such as customers, suppliers, regulators, healthcare partners, and the broader community.

In 2024, we conducted our inaugural materiality assessment through virtual consultations, management interviews, and surveys. This engagement process was supported by subject matter expertise and benchmarking against the GRI 2021 Standards and Boursa Kuwait ESG Guidelines.

Our approach evaluates the economic, environmental, social, and governance impacts of our business, including human rights considerations. Each material topic is assessed for its actual and potential impact, enabling well-informed decision-making aligned with stakeholder expectations.

Key objectives of this engagement approach include:

• Ensuring alignment between stakeholder expectations and corporate sustainability priorities;

• Enhancing transparency, responsiveness, and accountability;

• Embedding sustainability considerations into day-to-day operations and long-term planning.

This proactive and inclusive process enables A.T.C to remain adaptable to evolving stakeholder needs, while creating long-term shared value and contributing to healthcare excellence, environmental stewardship, and social well-being across Kuwait and the broader region.

This inclusive process reinforces our commitment to sustainable, ethical operations and helps guide long-term value creation, transparency, and continuous improvement in alignment with national and global sustainability goals.

Stakeholder Engagement Process

01

Stakeholder Identification

Key stakeholders relevant to A.T.C were identified through a combination of structured processes and in-depth discussions with senior management.

02

Stakeholder Prioritization

Stakeholders were prioritized by assessing their responsibilities in A.T.C's operations, their significance to the business, and the potential impact of our activities on them, ensuring alignment with their interests and expectations.

03

Stakeholder Engagement Plan

An engagement plan was developed to address the unique needs and expectations of each stakeholder group, utilizing diverse platforms and channels to encourage active and meaningful participation.

Stakeholder Groups and Engagement Methods
Table- 6: Stakeholder groups and engagement methods

Stakeholder	Why They are Important	Material Topic Alignment	Selected Method of Engagement	Frequency
Shareholders and Investors	Provide capital and drive financial returns.	• Corporate Governance • Business Ethics • Risk Management • GHG Emissions • Energy and Fuel Management	• Annual General Meeting • Annual Reports • Emails • Meetings • Phone calls • Quarterly reports • Website disclosures • Analyst Conference	Quarterly / annually
Suppliers	Ensure ethical, sustainable supply chains.	• Business ethics	• Meetings • Phone calls • Emails • Annual Reports • Website • Contracts	Throughout the year
Employees	Vital for operational efficiency and customer satisfaction.	• Corporate governance • Human Capital development • Health and Safety • Labor management • Diversity and Equal Opportunities	• Training • Meetings • Phone calls • Emails • Employee initiatives • Website • Social media • Contracts	Daily
Governmental Entities	Crucial for regulatory compliance and public funding.	• Corporate governance • Business ethics • Labor management • Energy Management • Waste Management • Water Management • Emissions	• Compliance with rules and regulation • Meetings • Website • Phone calls • Quarterly reports • Annual Reports	When required
Local Communities	Support for projects, regulatory compliance, and long-term success.	• Business ethics • Human Rights	• Social media • CSR initiatives • Annual Reports • Phone calls • Emails • Press releases • Website	Throughout the year

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Materiality Assessment

As part of A.T.C's commitment to embedding sustainability into its core operations, the company undertook a comprehensive materiality assessment to identify the Environmental, Social, and Governance (ESG) topics most relevant to its business and stakeholders. Given that this is A.T.C's first sustainability report, the process was designed to be inclusive, transparent, and aligned with globally recognized frameworks.

The assessment process involved contributions from both internal stakeholders (including senior management, employees, and governance bodies) and external stakeholders (such as investors, suppliers, industry peers and customers). Through a combination of stakeholder consultations, industry benchmarking, and alignment with GRI Standards 2021, Boursa Kuwait ESG Disclosure Guidelines, and relevant SDGs, A.T.C was able to surface and prioritize the sustainability topics most significant to its operations and external environment.

As a result of this robust evaluation, A.T.C has identified 11 key material topics that form the foundation of this year's ESG disclosures. These topics span environmental stewardship (GHG emissions, Energy and Fuel Management, Waste Management, Water Management), social responsibility (Data Privacy and Security, Product Safety and quality, Employee Well-being/labour Management, Diversity and Equal Opportunities), and governance excellence (Business Ethics Corporate Governance, Risk Management).

This process not only strengthens the company's ESG governance but also provides a strategic roadmap for future performance monitoring and reporting. The material topics will be reviewed periodically to reflect changes in stakeholder priorities, regulatory developments, and industry dynamics, ensuring that A.T.C's sustainability strategy remains forward-looking, responsive, and resilient.

Identification of Material Topics

The process began with the identification of potential ESG topics by referencing:

- Global frameworks such as the GRI Standards 2021 and Boursa Kuwait ESG Disclosure Guide.
- ESG disclosures and focus areas of industry peers, especially within the healthcare distribution and medical supply chain sectors.

Stakeholder interactions

To ensure relevance and completeness, the identification of material topics was informed by meaningful stakeholder interaction:

- Virtual engagement sessions were conducted with internal stakeholders including senior management, departmental heads and representatives.
- Online surveys were shared with select external stakeholders.

Finalization of material topics

- Following stakeholder input and benchmarking alignment, the material topics were consolidated and reviewed by A.T.C's senior management. These topics were assessed in terms of relevance, risk, and opportunity across the company's value chain and broader sustainability landscape.
- As a result, 11 material issues were identified and categorized across the Environment, Social, and Governance dimensions. These topics will serve as the foundation of A.T.C's ESG strategy and reporting.
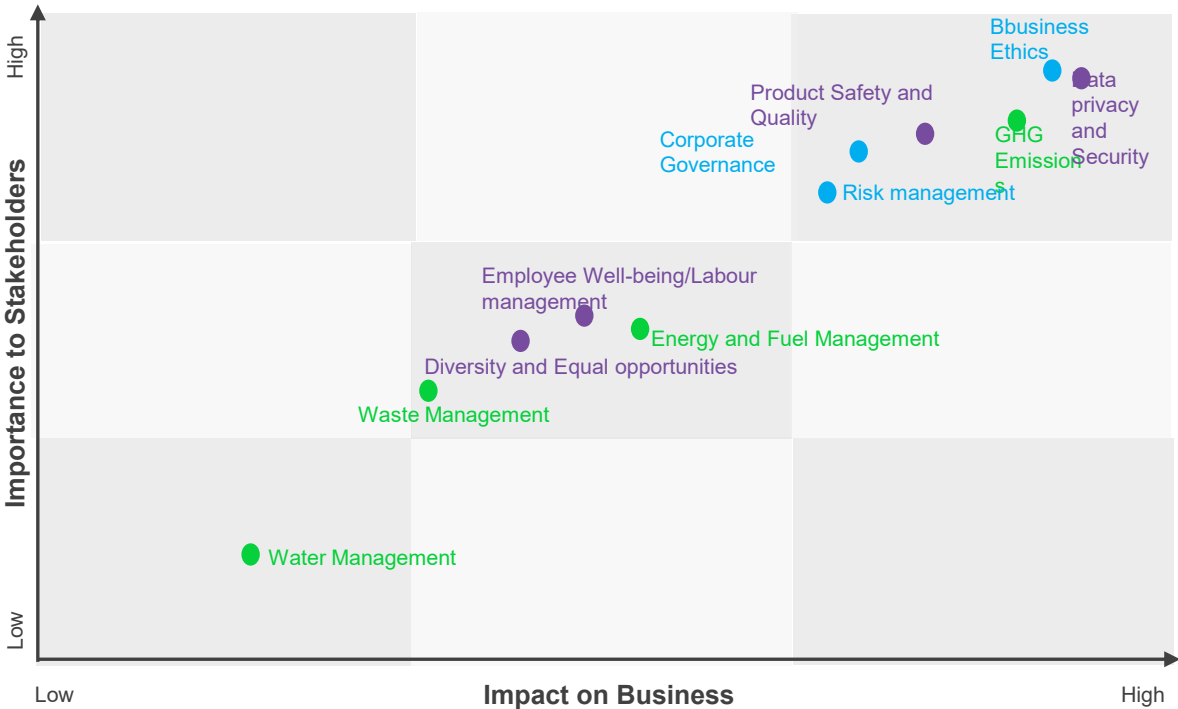
Table- 7: Key Material Topics

Environment

- GHG Emissions
- Energy and Fuel Management
- Waste Management
- Water Management

Governance

- Business Ethics
- Corporate Governance
- Risk Management

Social

- Data Privacy and Security
- Product Safety and quality
- Employee Well-being / labor Management
- Diversity and Equal Opportunities

GOVERNANCE
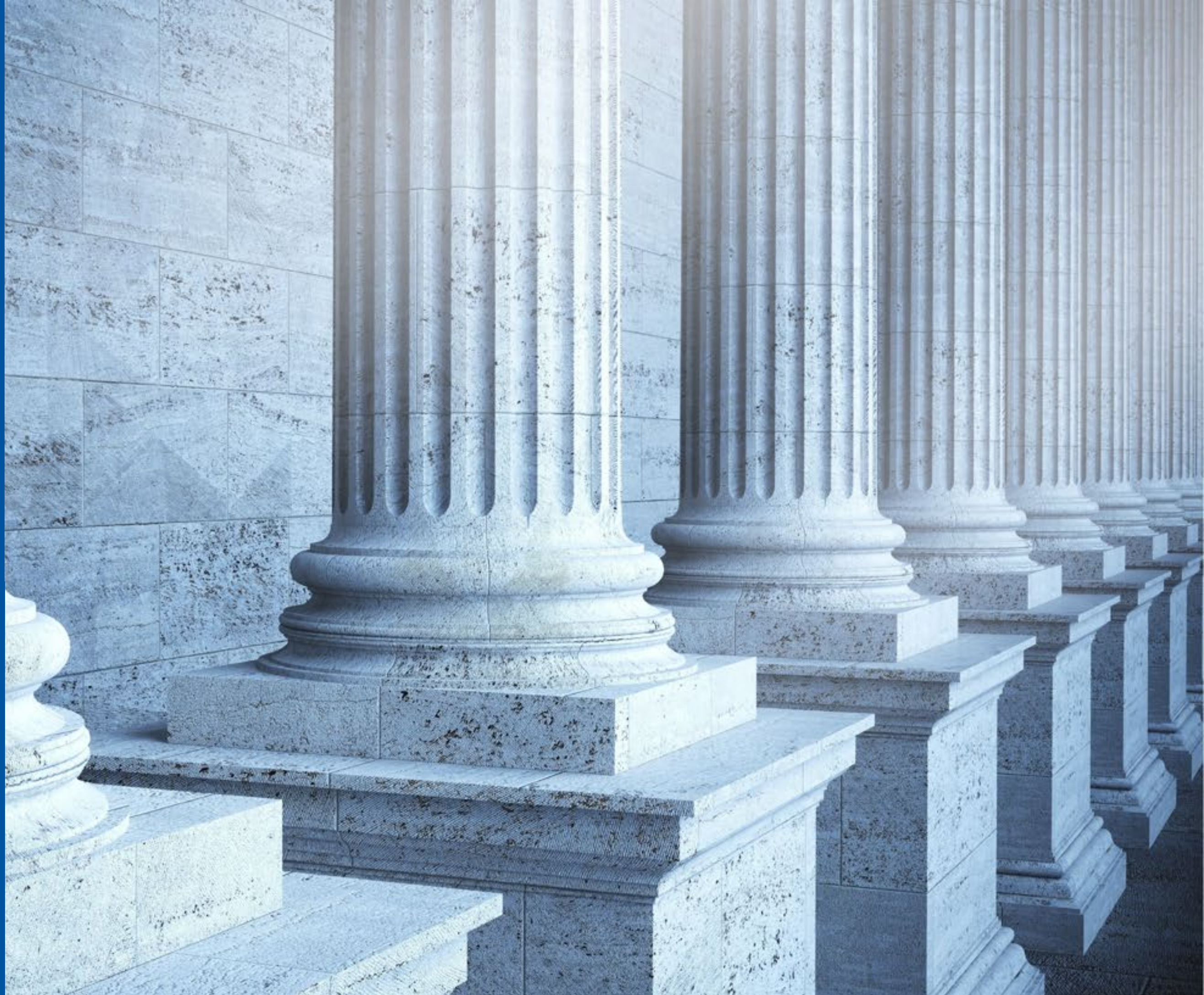
Corporate Governance

At ATC, corporate governance extends beyond mere compliance, serving as a fundamental mechanism for maintaining business integrity and fostering trust among shareholders and stakeholders. Corporate governance refers to the framework through which companies are directed and controlled, with the board of directors holding primary responsibility for oversight and governance. ATC has established a comprehensive corporate governance framework aligned with best-in-class industry practices and regulatory standards. This framework is deeply embedded in the Company's day-to-day operations, ensuring transparency, accountability, and sustainable value creation for all stakeholders.

Board of Directors (BoD):

The Board of Directors at ATC comprises seven distinguished professionals entrusted with providing strategic oversight, governance, risk management, and compliance. The Board plays a pivotal role in defining long-term objectives while upholding the highest standards of transparency, accountability, and regulatory compliance. In alignment with the Company's vision, mission, and objectives, the Board regularly reviews and refines policies to ensure that both shareholder and stakeholder expectations are consistently met. Board members are evaluated against clearly defined key performance indicators (KPIs), which includes company's overall strategy and core business plans.

The Board of Directors remains steadfast in prioritizing the Company's best interests while proactively preventing conflicts of interest. To this end, it establishes and enforces robust internal controls, governance frameworks, and risk mitigation strategies that safeguard organizational integrity. The appointment of the highest governing body is conducted in strict accordance with the Capital Markets Authority's Executive Bylaws, underscoring the Company's unwavering commitment to transparency, accountability, and regulatory compliance.

Additionally, The Executive Board Member is part of the Company's Executive Management team.

FOUAD MOHAMMED THUNYAN AL GHANIM
Chairman

FAISAL MANSOUR EBRAHIM SARKHOU
Vice-chairman

DR. ABDULWAHAB SULAIMAN AL FOUZAN
Board Member (Independent)

ADEL MOHAMMED RIDA YOUSEF BEHBAHANI
Board Member

SALAH ABDULLAH MOHAMMAD HADI ALAWADHI
Board Member (Independent)

JARRAH WALEED MOHAMMAD AL NASER
Executive Board Member

NASER ALI MOHAMED BIN NASER
Board Member

Corporate Governance

The Board Members of ATC maintain fiduciary responsibility to the Company and are committed to acting in the best interests of the organization, its stakeholders, and ensuring that the long term interests of shareholders are served. Board Members encompass the Chairman, Vice Chairman, Executive, Non-Executive, and Independent Board Members, all of whom stay current on the latest trends and developments in the Company's industry as well as organizational governance policies. The Training and Awareness Policy establishes comprehensive guidelines to provide Board Members with essential information about the Company and ongoing training to support their effective performance of duties.

ATC's Board of Directors follows a structured framework of continuous training and development that is essential for sound corporate governance, enabling Board members to efficiently carry out their roles and responsibilities while enhancing both individual and Company performance. The yearly training program is designed to enhance Board members' knowledge and skills in corporate governance, keep them updated on industry trends, help them anticipate and mitigate risks, and enable sound decision-making in the Company's best interests. This comprehensive approach ensures effective oversight of management and contributes to the long-term success of the Company.

Executive Management

JARRAH WALEED MOHAMMAD AL NASER
Executive Board Member

GHASSAN MAMLOUK
Chief Executive Officer

MOHAMMAD AL MOHAMMAD
Chief Operating Officer

NITIN SINGHVI
Chief Financial Officer

Table- 8: Executive Management – Roles and Nationalities

Name of Each Executive Management (EM) Member	Position	Nationality
Jarrah Alnaser	Executive Board Member	Kuwaiti
Ghassan Mamlouk	Chief Executive Officer	Lebanese
Mohammad Almohammad	Chief Operating Officer	Kuwaiti
Nitin Singhvi	Chief Financial Officer	Indian

Corporate Governance

At A.T.C, risk management is a cornerstone of long-term financial stability and operational resilience. The company has established a strategic and integrated Enterprise Risk Management (ERM) framework that proactively identifies, assesses, and mitigates risks across all levels of the organization. This comprehensive approach ensures agility in navigating uncertainties while safeguarding business continuity and stakeholder confidence.

Enterprise Risk Oversight

ATC views enterprise risk governance as a strategic enabler of long-term value creation and sustainable growth. The Company's risk governance framework is anchored at the Board of Directors, which holds ultimate accountability for risk oversight, and is operationalized through the Audit and Risk Committee (ARC). This committee serves as the focal point for risk discussions, providing independent oversight and guidance to senior management.

The Board defines ATC's risk philosophy and formally approves its risk appetite and tolerance, ensuring that all business activities and strategic choices are evaluated against clear thresholds for acceptable risk and potential return. This approach embeds risk thinking into corporate planning, budgeting, capital allocation, and sustainability initiatives, enabling ATC to anticipate and respond effectively to emerging risks and opportunities.

Responsibility for implementing the Risk governance framework is delegated to a Risk Management Coordinator, supported by Risk Champions across divisions and Risk Owners at the process level. This three-tier governance structure creates a clear line of sight from the Board's strategic direction to operational controls at the front line. By assigning direct accountability, ATC ensures that risk identification, monitoring, and escalation occur swiftly and consistently across the organization.

By aligning risk appetite with strategic objectives, reinforcing clear accountability at every level, and integrating sustainability considerations into its governance processes, ATC strengthens organizational resilience, enhances stakeholder confidence, and positions itself to seize opportunities responsibly in a rapidly changing market.

Risk Management

At ATC, risk management is deeply embedded in corporate strategy and day-to-day operations, reflecting the Company's belief that proactive risk management is essential to long-term value creation and sustainable growth. ATC views effective risk management not merely as a safeguard but as an enabler of opportunities, balancing risk with returns.

The Company has instituted a comprehensive framework to systematically identify, assess, and prioritize key risks across all business functions. Action plans are developed and implemented to mitigate these risks, ensuring business resilience and continuity. The Board of Directors, along with its dedicated committees, periodically reviews the risk management framework, evaluates management submissions on emerging and existing risks, and approves strategic mitigation plans.

The framework follows a structured approach, defining risk appetite, implementing mitigation measures, and regularly monitoring effectiveness. It is designed to address a wide spectrum of risks, including financial, operational, regulatory, environmental, social, and governance-related risks. By integrating sustainability considerations into the risk assessment process, ATC ensures that long-term environmental and social challenges are proactively addressed, thereby protecting stakeholders' interests while sustaining the Company's competitive advantage.

ATC's core values and ethical standards form the foundation of its risk management culture, ensuring accountability, transparency, and resilience in every business decision.

Enhanced Risk Management at A.T.C

Internal Control Systems

ATC is committed to maintaining best-in-class internal control systems, ensuring operational excellence while adhering to the principle of prudent and sustainable growth. The internal control framework is commensurate with the Company's size, scale, and complexities, and is designed to safeguard assets, preserve stakeholder value, and ensure the accuracy and integrity of financial and operational data.

The Company has implemented well-documented processes and policies to promote consistency, compliance, and accountability. These controls ensure that all operations are conducted efficiently, in alignment with applicable laws, regulations, and internal policies. The internal audit function periodically reviews business processes and activities, providing assurance on the effectiveness of controls and recommending improvements where necessary.

A Board-level committee oversees the effectiveness of the internal control framework. This includes inviting functional Directors and Senior Management to provide periodic updates on operational performance, risk controls, and compliance mechanisms. The committee also monitors the implementation of audit recommendations and ensures continuous enhancement of the control environment.

By integrating risk management and internal control with its sustainability commitments, ATC strengthens stakeholder confidence, fosters ethical governance, and ensures the long-term resilience of its business model.

Commitment to Best Practices and Compliance

A.T.C's approach to risk management governance demonstrates its strong commitment to international best practices, with the Board of Directors providing strategic oversight to ensure the effectiveness of risk management frameworks. The Company's risk policies are aligned with COSO frame work standards, establishing a structured and standardized methodology for identifying, assessing, and managing risks across all operations.

By embedding these principles, A.T.C not only mitigates potential threats but also leverages emerging opportunities within a well-controlled risk environment. This proactive approach underscores the Company's dedication to maintaining robust risk management practices that safeguard stakeholder interests and enable the achievement of long-term business objectives.

Conflict of Interest Policy

This policy establishes procedures for identifying, disclosing, and managing conflicts of interest, ensuring that all decisions prioritize the long-term interests of the Company and its stakeholders. It defines actual, potential, and perceived conflicts, outlines reporting and disclosure requirements, and provides clear responsibilities for the Board, Executive Management, employees, and the Compliance Department. The policy also sets out safeguards for transactions with related parties, shareholders, advisors, and auditors to uphold independence and fairness. The Board of Directors remains dedicated to maintaining the highest standards of ethics and professional conduct, implementing robust measures to prevent conflicts, and regularly reviewing potential issues to preserve transparency and integrity in all operations.

Corporate Governance Achievements: A.T.C reported zero incidents across various governance considerations during the reporting period. These include:

0 incidents
Board Violations

0 incidents
Conflicts of Interest

International Certifications

ISO 9001:2015

Quality Management System

Good Distribution Practice (GDP)

Cybersecurity and Data protection

ATC recognizes that strong cybersecurity practices are an essential part of responsible and sustainable business operations. Through the implementation of its Cybersecurity Policies and Procedures Manual, the Company ensures the confidentiality, integrity, and availability of information assets. Regular monitoring, vulnerability assessments, and employee awareness programs help safeguard sensitive data, prevent cyber risks, and ensure compliance with regulatory requirements. By embedding robust digital security into its governance framework, ATC reinforces stakeholder trust and supports the long-term resilience of its operations.

Business Ethics

ATC places ethical conduct at the heart of its business model. Guided by its Code of Ethics and Business Conduct Policy, the company integrates fairness, transparency, and integrity into every aspect of its operations. This ethical foundation ensures compliance with local regulations, safeguards stakeholder interests, and reinforces ATC's commitment to sustainable, responsible growth.

Ethical Leadership and Corporate Integrity

ATC's Board of Directors, Executive Management, and employees are expected to uphold the highest standards of professional conduct. The Code of Conduct emphasizes honesty, fairness, and respect in every decision and action. Board members and executives are responsible for setting the tone at the top by modelling ethical behaviour, disclosing conflicts of interest, and ensuring that corporate resources are used only for legitimate business purposes. This culture of integrity not only strengthens internal controls but also builds trust with customers, suppliers, regulators, and communities.

Responsible Workplace Culture

ATC strives to create a respectful, safe, and inclusive workplace. Drawing from its Code of Conduct, the company prohibits discrimination, harassment, and retaliation, while promoting diversity, equality, and inclusion at all levels. Occupational health and safety measures ensure compliance with local regulations and international standards, while wellness initiatives promote a healthy lifestyle. Continuous learning and capacity-building programs empower employees to grow professionally and personally, fostering a motivated workforce aligned with the company's values.

Fair Business Practices and Market Conduct

ATC's Code of Conduct prohibits conflicts of interest, insider trading, and market abuse to preserve transparency and protect financial markets. Employees must safeguard confidential information, avoid misrepresentation, and act with independence and objectivity when engaging with customers, suppliers, or competitors. The company's strict policies on disclosure, data protection, and responsible use of technology reinforce ATC's commitment to ethical business practices and strengthen its reputation as a trusted healthcare distributor.

Safeguarding Assets and Combating Misconduct

The company enforces a zero-tolerance approach to fraud, bribery, corruption, and money laundering. Detailed controls and due diligence processes are in place to identify high-risk activities and prevent misconduct.

Employees are expected to comply with financial recordkeeping requirements, respect intellectual property, and protect all company assets. Whistleblower and grievance mechanisms enable confidential reporting of suspected violations without fear of retaliation, ensuring transparency and accountability across the organisation.

Sustainable Community Engagement

Beyond its business operations, ATC actively contributes to the development of the communities it serves. The Code of Conduct encourages employees to volunteer in charitable or civic activities, provided such efforts do not interfere with their job responsibilities. Corporate donations and sponsorships are evaluated based on alignment with ATC's values, measurable impact on beneficiaries, and compliance with ethical guidelines. This structured approach enables ATC to support national workforce development, healthcare access, and social progress while upholding the highest ethical standards.

Transparent Oversight and Accountability

Oversight mechanisms at ATC ensure that ethical conduct is embedded at every level. Board members and executive management must disclose related-party transactions, comply with anti-money laundering and anti-bribery provisions. Employees have a duty to report suspected breaches of laws, regulations, or company policies. All reports are investigated promptly, and corrective actions are taken to prevent recurrence. This system of accountability underscores ATC's dedication to good governance, stakeholder trust, and long-term sustainability.

Incidents of Ethical Violations

A.T.C reported zero incidents across various ethical considerations during the reporting period. These include:

0 incidents Discrimination	**0 incidents** Anti-competitive Behavior and Business Ethics
0 incidents Corruption	**0 regulatory** Warnings Issued
0 regulatory Money Laundering	

Whistleblowing Policy

The ATC Whistleblower Policy provides a robust framework for employees, directors, and stakeholders to report suspected misconduct, unethical behavior, or breaches of law in a confidential and secure manner. It outlines the purpose, scope, and procedures for submitting complaints, ensures anonymity where requested, and explicitly prohibits retaliation against individuals reporting concerns in good faith. The policy details clear reporting channels, investigation protocols, and responsibilities of the Board, Compliance Department, Internal Audit, and Human Resources. By institutionalizing transparent processes for handling and resolving complaints, ATC strengthens its culture of integrity, accountability, and ethical governance, key pillars of its sustainability and ESG commitments.

ENVIRONMENTAL STEWARDSHIP

Environmental Stewardship

Energy Management

Efficient energy management is a key priority for ATC as part of its sustainability strategy. The company recognizes that energy consumption is one of the most significant contributors to its environmental footprint and, therefore, has adopted a structured approach to manage and reduce it. By systematically monitoring energy use across warehouses, logistics operations, and office facilities, ATC ensures transparency and accountability in its performance.

Through these actions, ATC reinforces its alignment with global sustainability frameworks and demonstrates its commitment to climate action (SDG 13), responsible consumption and production (SDG 12), and affordable and clean energy (SDG 7). The company will continue to build on this foundation by pursuing innovative solutions, expanding renewable energy adoption, and embedding energy-conscious practices across all levels of the organization.

Product and Service Enhancements

As part of its commitment to sustainable growth, ATC has undertaken a series of targeted energy-efficiency initiatives that deliver both environmental and economic benefits:

Energy-efficient cold storage units: Advanced cold-chain systems with superior insulation and automated temperature controls were deployed to optimize cooling performance. These upgrades not only safeguard product quality but also drive down electricity demand, reducing operational costs and environmental footprint.

Smart route optimization for logistics fleet: Digital route planning and monitoring systems were introduced to streamline transportation operations. By minimizing unnecessary mileage, fuel use, and idle time, ATC has successfully lowered Scope 1 emissions while improving delivery reliability and efficiency.

Upgraded HVAC systems: Facilities were retrofitted with high-efficiency HVAC equipment equipped with smart sensors and automated controls. These systems dynamically adjust to occupancy and environmental conditions, optimizing energy use, enhancing air quality, and ensuring greater occupant comfort.

LED lighting retrofits: A phased transition from conventional lighting to long-life LED fixtures across warehouses and office spaces has been completed. This initiative has resulted in measurable reductions in electricity consumption and maintenance needs, while providing brighter, more reliable lighting.

Collectively, these improvements represent a strategic shift toward sustainable operations, lowering greenhouse gas emissions, reducing lifecycle costs, and strengthening resilience to rising energy demands. They demonstrate ATC's proactive approach to aligning operational excellence with long-term sustainability objectives.

Impact and Outlook

ATC's energy-efficiency initiatives have already delivered tangible results, demonstrating that sustainability and operational performance can go hand in hand. The company has successfully reduced overall energy intensity, cut emissions, and enhanced logistics reliability, all while safeguarding the integrity of its cold-chain operations. These outcomes underscore ATC's commitment to driving measurable change across its value chain.

Looking ahead, ATC is focused on amplifying this progress through a forward-looking roadmap:

- **Scaling energy-efficient technologies:** Expanding the adoption of advanced energy-saving systems across all facilities and logistics operations to maximize efficiency gains.

- **Integrating automation and digital solutions:** Leveraging smart technologies for real-time monitoring, predictive maintenance, and smarter energy management to drive continuous improvement.

- **Exploring renewable energy opportunities:** Evaluating solar and other renewable sources to gradually diversify the energy mix, reduce dependence on grid electricity, and support decarbonization.

- **Strengthening employee engagement:** Embedding a culture of energy-conscious practices across all levels of the organization through awareness, training, and active participation.

Through these strategic pathways, ATC not only seeks to reduce its environmental footprint but also to enhance long-term cost competitiveness, strengthen operational resilience, and contribute to Kuwait's transition toward a low-carbon, resource-efficient, and sustainable economy.

Energy Management

Table- 9: Energy Consumption within ATC Operations

Energy Source	Unit	Quantity Consumed	Remarks
Electricity (Grid)	kWh	39,712 kWh	Logistics and Warehouses
Diesel	Liters	61,160 Lers	Logistics and Warehouses
Petrol/Gasoline	Liters	39,780 Ltrs	Logistics and Warehouses

Table- 10: Purchased Electricity

Source	Location	Quantity (kWh)
Electricity	ATC Main Office	2,022,000 kWh
	Logistics and Warehouses Dept	4,500,000 kWh

Table- 11: Energy Savings through Initiatives

Initiative / Activity	Energy Type	Energy Saved (MJ)
HVAC Upgrade	Electricity	82,800 MJ
LED Retrofit	Electricity	3,000 MJ
Equipment Optimization	Electricity	20,000 MJ
Others	Mixed	10,000 MJ
Total Savings	—	**115,800 MJ**

Energy Consumption by Organizational Activity

Bar chart — Share of Total Energy Use (%):
- Office Facilities: 2%
- Logistics Fleet: 28%
- Warehouses (HVAC, lighting, cold storage): 70%
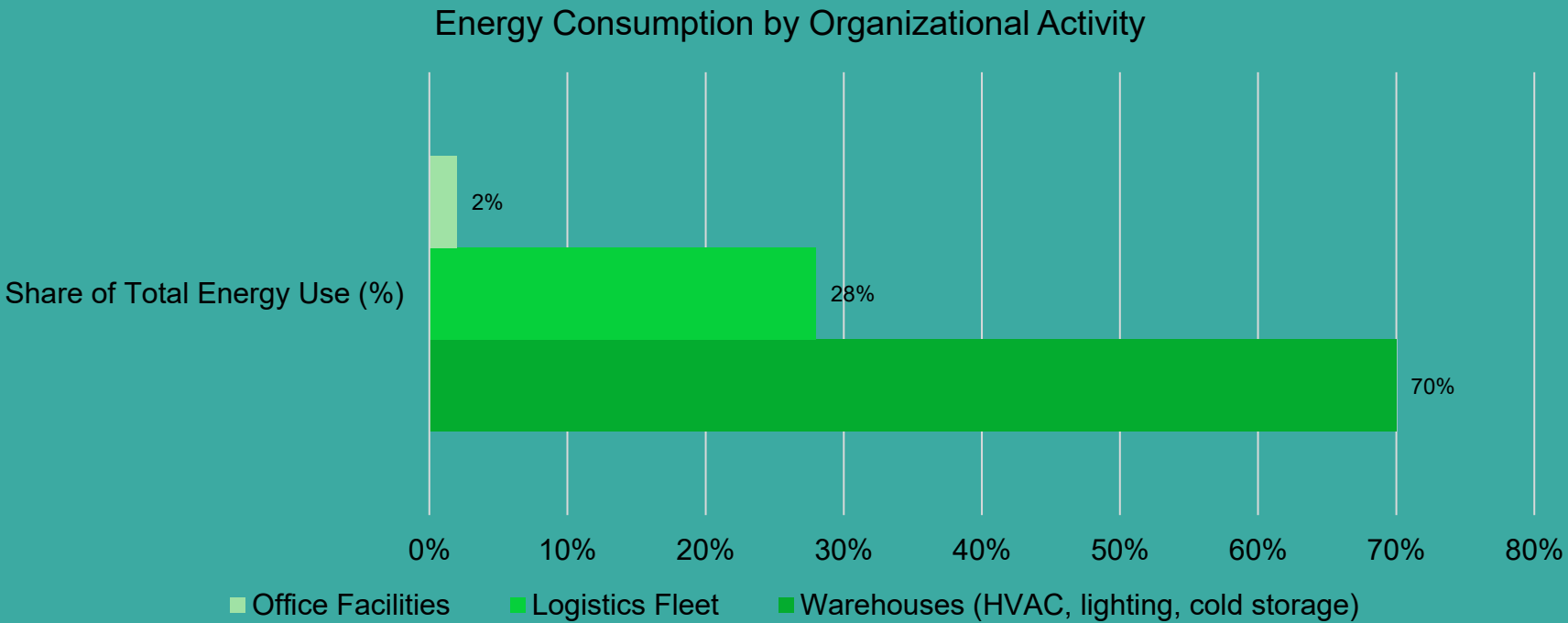
GHG Emissions

ATC recognizes that climate change is a critical global challenge, and managing GHG emissions is central to our sustainability journey. We are committed to measuring, monitoring, and reducing our Scope 1 and Scope 2 emissions, aligned with internationally accepted standards such as the GHG Protocol. By addressing both direct and indirect emissions, ATC seeks to minimize its environmental footprint and contribute to national and global climate goals.

Approach to GHG Emissions Management

Scope 1 (Direct Emissions): Emissions arising from ATC-owned or controlled sources such as company vehicles, backup generators, and refrigerants.

Scope 2 (Indirect Emissions): Emissions from purchased electricity used at our main office and logistics/warehouse operations.

Methodology: Calculations are based on activity data multiplied by applicable emission factors (kg CO_2e per unit). Grid emission factors are derived from Kuwait's location-based grid intensity.

Key Takeaways

Dominance of Purchased Electricity: Purchased electricity (Scope 2) represents approximately 92% of ATC's total GHG emissions. This highlights the significant impact of energy consumption at our main office and logistics/warehouse operations.

Fuel Use Still Relevant: While comparatively smaller, Scope 1 emissions from diesel and petrol use in company vehicles and backup generators remain material, especially in logistics operations.

Refrigerant Management Matters: Although occurring in small volumes, refrigerant leaks carry a disproportionately high climate impact due to their high global warming potential.

Opportunities for Immediate Impact: The analysis reveals clear areas, energy efficiency, renewable energy sourcing, and refrigerant management, where emission reductions can be realized in the short to medium term.

Data-Driven Approach: ATC has already established a robust system for capturing Scope 1 and Scope 2 data, laying the foundation for improved reporting, performance tracking, and strategic decision-making.

Scope 3: In this reporting period, Scope 3 emissions (indirect emissions from the value chain) have not been calculated. ATC plans to expand its GHG inventory to include Scope 3 in subsequent reporting cycles to provide a more comprehensive emissions profile.

Future Focus

At A.T.C, we are committed to reducing our environmental footprint through proactive GHG emissions management and continuous improvement of our operational practices. Our GHG emissions management strategy reflects our broader commitment to sustainability, as we strive to meet our responsibility to the environment and contribute to the global efforts against climate change.

Looking ahead, A.T.C will prioritize:
- Energy Efficiency: Implement operational improvements and energy-saving technologies across offices and warehouses to cut electricity use and emissions.
- Responsible Refrigerant Management: Strengthen maintenance programs, minimize leaks, and transition to lower-impact refrigerants where feasible.
- Science-Based Targets: Establish measurable emission-reduction goals aligned with recognized frameworks to guide our decarbonization pathway.
- Better Data and Scope 3 Inclusion: Enhance the accuracy and consistency of GHG data and expand future reporting to include Scope 3 emissions for a fuller footprint.

GHG Emissions

Table- 12: Energy Consumption within ATC Operations

Source	Location	Quantity (Litres/Kg)	Total Emissions (kg CO_2e)
Diesel (Company vehicles)	Logistics and Warehouses	61,160	177,975.60
Petrol (Company vehicles)	Main Office	12,578	119,899.82
	Logistics and Warehouses	39,780	
Backup Generator Diesel	Main Office	240	7,973.40
	Logistics and Warehouse	2,500	
Refrigerant (R-410A) refill	Main Office	40	83,520

Table- 13: Scope 2: Indirect Emissions from Purchased Electricity

Source	Location	Quantity (kWh)	Total Emissions (kg CO_2e)
Electricity Purchased	ATC Main Office	2,022,000	1,364,850
	Logistics and Warehouses	4,500,000	3,037,500

Table- 14: Total GHG Emissions

Scope	Emissions
Scope 1 (kg CO_2e)	389,368.82
Scope 2 (kg CO_2e)	4,402,350.00
Total GHG Emissions	**4,791,718.82 (4,791.7 mtCO_2e)**
GHG Intensity (mtCO2e/Million KWD)	**26.73**

GHG Emissions by scope

8.13%

91.87%
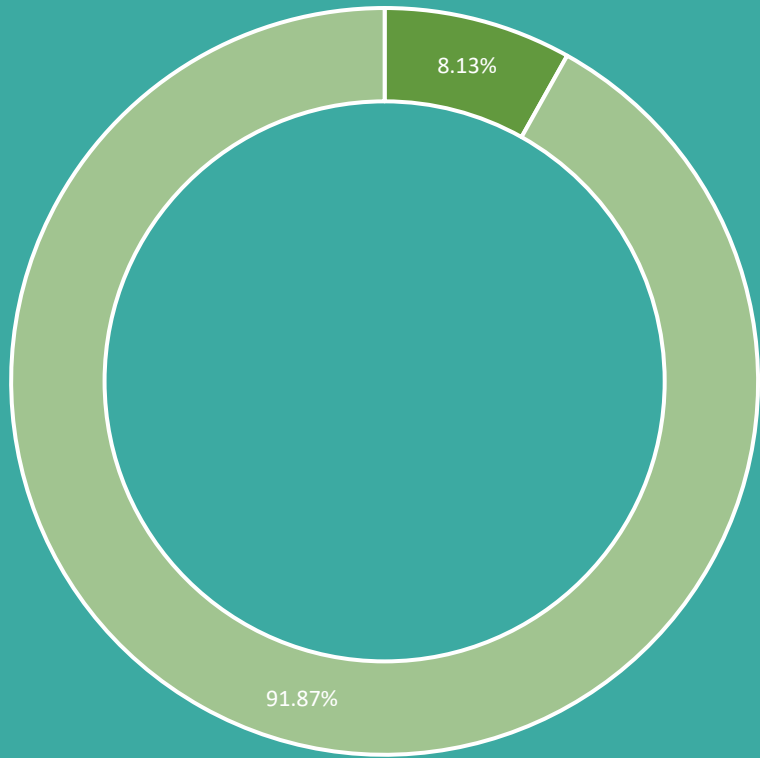
☐ Scope 1= 389.37 mtCO2e   ☐ Scope 2= 4402.35 mtCO2e

Waste Management

A.T.C operates as a comprehensive solutions provider across healthcare, surgical, hospital care, and environmental domains, presenting significant opportunities for integrated service delivery and innovation. Managing diverse operational requirements, ranging from integrated operating theatre solutions, surgical disposables, hospital supplies, to environmental and scientific solutions, requires specialized expertise and coordinated strategies.

Recognizing the importance of sustainable operations, A.T.C is committed to implementing responsible waste management approaches that address the unique challenges across its divisions. Our operations generate primarily non-hazardous waste such as packaging materials (cardboard, plastics, pallets, paper), along with small quantities of hazardous waste including expired or obsolete products, batteries, e-waste, and chemical residues from environmental solutions. Waste impacts include landfill pressure, plastic use, and the safe handling of hazardous items.

At present, comprehensive waste data has not been systematically collected across all operations. However, A.T.C is in the process of strengthening its data management systems and will ensure that waste volumes, diversion rates, and disposal methods are measured, monitored, and transparently reported in future sustainability disclosures.

Challenges

Managing waste effectively remains a challenge, particularly due to:

- Logistics and Warehousing operations where inbound packaging contributes to large waste volumes (plastics, pallets, cardboard).
- Obsolete or damaged products requiring scrapping and disposal.
- Hazardous waste streams such as e-waste, used batteries, and expired materials that require specialized treatment.
- Outsourced waste management services, which can complicate full implementation of reduction strategies.
- Absence of a consolidated waste measurement system, which currently limits detailed reporting.

Despite these challenges, A.T.C continues to prioritize waste minimization, safe storage, and environmentally responsible disposal.

Management Approach

A.T.C adopts a proactive waste management framework that goes beyond compliance, embedding environmental responsibility across business decisions. Key actions include:

- **Waste Segregation at Source –** Non-hazardous and hazardous waste are separated within operations (packaging, plastics, paper, batteries, e-waste).
- **Licensed Vendor Partnerships –** All disposal is carried out through EPA-approved vendors ensuring compliance, traceability, and environmental protection.
- **Circular Solutions –** Recycling and reuse initiatives are being adopted where feasible, especially for paper, plastics, and packaging waste.
- **Hazardous Waste Control –** Strict documentation, secure storage, and handover to approved channels for items such as e-waste and chemical residues.
- **Alignment with Kuwait EPA Law No. 42 (2014) –** All practices follow regulatory requirements and ATC's internal standard operating procedures.

A.T.C's integrated solutions divisions also contribute to waste prevention:

- Hospital Care and Supplies introduces single-use but safer consumables designed for minimized packaging.
- Environmental and Scientific Solutions develops waste treatment solutions, biohazard management, and pollution treatment systems, strengthening internal expertise.

Moving forward, A.T.C will develop clear waste-related performance indicators, policies, and reduction targets to guide measurable progress.

Future Outlook

A.T.C is committed to embedding circular economy principles across its operations. Future plans include:

- Establishing a robust waste measurement and reporting framework, ensuring that detailed waste data (generation, diversion, and disposal) is disclosed in upcoming sustainability reports.
- Expanding recycling partnerships to increase diversion from landfill.
- Exploring waste-to-energy programs to recover value from unavoidable waste.
- Developing quantitative waste reduction targets and performance indicators once baseline data is available.
- Promoting eco-friendly packaging and supplier engagement to reduce upstream waste generation.
- Building awareness programs across employees, logistics partners, and healthcare clients to encourage sustainable practices.

By continuously improving our systems and practices, A.T.C aims to minimize environmental impact while supporting the healthcare, surgical, and environmental sectors with innovative and sustainable solutions. Our long-term vision is to integrate sustainability across all business divisions, ensuring that future waste management reporting is transparent, accurate, and aligned with international best practices.

Water Management

Water is an essential resource for A.T.C's operations, supporting daily activities such as sanitation, cleaning of premises, and staff consumption across our Logistics and Warehouses and main office facilities. All water is sourced from the Municipal Supply (MEW Kuwait), and operations do not interact with natural water bodies or external ecosystems.

In 2024, ATC's total water withdrawal amounted to 9,416 m³, primarily from municipal supply. This included approximately 3,600 m³ at the Logistics and Warehouse facilities and 5,816 m³ at the Main Office. Water consumption is limited to operational needs, with no significant industrial or process-related use.

All water used is discharged into the municipal sewage system as per Kuwait MEW regulations. No water is discharged directly into surface or ground water, and there is currently no water reuse or recycling system in place.

Management Approach

A.T.C's water management practices are centered on efficient use and regulatory compliance:

- **Municipal Supply Dependence –** All water is sourced from MEW Kuwait, ensuring regulated and safe supply.
- **Operational Efficiency –** Measures such as scheduled cleaning, regular plumbing maintenance, and adjusting pump pressure help minimize unnecessary consumption.
- **Regulatory Compliance –** All wastewater (approx. 3,600 m³) is routed to the municipal sewer system and handled by MEW.
- **Stakeholder Awareness –** Internal awareness campaigns encourage responsible water use within facilities.

ATC is in the process of strengthening its water data management systems and will ensure that volumes, consumption efficiency, and discharge quality are systematically measured and transparently reported in future disclosures.

Future Outlook

A.T.C aims to progressively strengthen its water management framework by:

- Establishing a comprehensive monitoring and reporting system across all facilities.
- Setting quantitative reduction targets once baseline data is consolidated.
- Exploring reuse and recycling opportunities, particularly in cleaning operations.
- Integrating water-efficient technologies across offices and warehouses.
- Promoting a culture of water stewardship through employee and partner engagement.

Through these measures, A.T.C remains committed to aligning with SDG 6 (Clean Water and Sanitation) and SDG 12 (Responsible Consumption and Production) while contributing to the long-term preservation of this essential resource.

Table- 15: Water Management Overview – Withdrawal, Discharge & Treatment

Location / Facility	Source (Supplier)	Total Water Withdrawn (m³)	Total Water Discharged (m³)	Net Water Consumption (m³)	Discharge Destination	Treatment Status
Facilities	MEW Kuwait	3,600	3,600	0	Municipal Sewer System (MEW)	Untreated (handled by MEW municipal system)
Main Office	MEW Kuwait	5,816	–	5,816	–	–
Total	MEW Kuwait	9,416	3,600	5,816	–	–

SOCIAL RESPONSIBILITY

Social Responsibility

Data Privacy and Information Security

In today's digital landscape, Data Privacy and Security is a foundational priority for Advanced Technology Company (ATC). Safeguarding sensitive information including customer data, proprietary business insights, and employee details is not only a regulatory obligation but also a core component of our corporate responsibility and a critical element in maintaining stakeholder trust.

Recognizing the importance of robust cybersecurity measures, ATC is committed to implementing high-quality information security protocols and conducting regular audits to proactively mitigate risks that could compromise data privacy and integrity. To enhance data protection and security, the company has introduced the following initiatives:

Advanced Security Infrastructure

Safeguarding our IT infrastructure is a top priority for ATC. Our IT department takes a proactive approach by implementing advanced firewalls, cutting-edge antivirus solutions, and endpoint data loss prevention (DLP) systems. These protections are further strengthened by state-of-the-art applications for network and system monitoring, ensuring continuous oversight and swift detection of any potential threats. This comprehensive security framework is designed to ensure seamless and secure operations.

Our Unwavering Dedication to Information Security

ATC's commitment to upholding the highest standards of data security is demonstrated through our comprehensive, internally developed Cybersecurity Policy and Procedure Manual. This framework is subject to an annual review and update process, to ensure it remains effective against evolving threats and changes in the technological and regulatory landscape. These controls are critical to our business development and integral to our process of building a resilient internal information system.

Building a Proactive Cybersecurity Measure

ATC acknowledges the growing complexity of cyber threats and has implemented a multi-layered strategy to strengthen its security framework.

Proactive Vulnerability Management: We conduct regular, risk-based vulnerability scans, from weekly for critical assets to quarterly for lower-value assets, and perform penetration testing. Identified vulnerabilities are prioritized and remediated within defined timeframes.

Advanced Data Protection: A rigorous Data and Information Classification Policy (Restricted, Confidential, Internal, Public) dictates strict protocols for storage, transfer and disposal, ensuring data is protected throughout its lifecycle.

Robust Access Controls: We enforce the principle of least privilege through our Access Management Policy. Access requires formal authorization, unique user IDs are mandated, and privileged access is highly restricted and reviewed semi-annually.

Continuous Monitoring: Our Log Management Policy ensures security logs from all critical devices are collected, centrally monitored, and analyzed in real-time to enable rapid detection and response to anomalies.

Cybersecurity Policy and Procedures

- Defines the policies, procedures, and controls mandatory for protecting the confidentiality, integrity, and availability of information assets against evolving threats.

- Provides a structured approach to risk management encompassing proactive defense, vigilant incident response, and continuous improvement. Integral to ensuring operational resilience.

- All employees and third parties are entrusted with the responsibility to adhere to these standards diligently.

- Through unwavering leadership commitment, regular review, and a pervasive culture of security awareness:
  - Safeguards company and customer data
  - Ensures regulatory compliance
  - Maintains the trust of all stakeholders

Data Privacy and Information Security

Data Privacy and Security Compliance: A.T.C reported zero incidents across various data and security breaches during the reporting period. These include:

0 incidents
Data Breaches

0 incidents
Unauthorized Data Access

0 incidents
Non-compliance with Laws and Regulations

0 incidents
Complaints Regarding Data Privacy Violations

Training and awareness program

ATC recognizes that technology alone cannot fully secure an organization; a well-trained and vigilant workforce is the first line of defense. Our commitment to building a robust human firewall is embedded in our Cybersecurity Policy and Procedure Manual, which mandates comprehensive and ongoing security awareness initiatives for all employees.

A Structured and Ongoing Program

The Cybersecurity Officer is responsible for arranging and conducting cybersecurity awareness programs for all employees and contractors with access to ATC's information systems and assets. This program is not a one-time event but a continuous process designed to foster a security-conscious culture and empower our people to recognize and respond to threats effectively.

The program is built on a foundation of identified Skills and Competency requirements for various roles. The Cybersecurity Officer assesses existing staff skills against these requirements, creating a skills gap assessment report that informs a comprehensive annual training plan. This ensures our training is targeted, relevant, and addresses the evolving threat landscape.

Key Initiatives and Methodologies

Our multi-faceted awareness strategy includes:

Comprehensive Induction Training: All new employees undergo mandatory cybersecurity training as part of their onboarding process. This ensures that from day one, every team member understands their responsibilities in protecting ATC's information assets.

Periodic Company-Wide Awareness Sessions: Regular training sessions are conducted for all ATC employees. These sessions cover cybersecurity basics, policy guidelines, and emerging threats, ensuring that awareness remains high across the entire organization.

Role-Based Training: Specific training modules are developed for roles with unique access or responsibilities, such as system administrators, privileged users, and personnel handling highly sensitive (RESTRICTED or CONFIDENTIAL) data.

Diverse Training Material: Awareness and education materials are made available in various formats to cater to different learning styles, ensuring broad comprehension and engagement.

Phishing and Social Engineering Simulation: While not explicitly stated in the provided excerpts, such practical exercises are a best practice implied by the policy's focus on teaching employees to recognize potential security risks.

Product Safety and Quality

A.T.C's unwavering commitment to product quality, safety, and environmental responsibility is reinforced by our achievement of globally recognized certifications, including ISO 9001 (Quality Management Systems) and ISO 14001 (Environmental Management Systems). These certifications attest to the robustness and continual improvement of our QHSE processes, ensuring that all products and services not only comply with stringent local and international standards but are also delivered with efficiency, reliability, and a strong focus on environmental stewardship. Our adherence to ISO frameworks demonstrates our dedication to transparent governance, customer satisfaction, and the proactive management of risks and impacts throughout our operations.

Advanced Technology Company is committed to providing high-quality products and services that meet or exceed our customers' expectations. We continuously enhance our Quality, Health, Safety, and Environmental (QHSE) Management Systems, regularly defining and reviewing objectives to drive sustained improvement in product performance, customer satisfaction, and risk mitigation.

Our approach to product quality and safety is built on strong ethical standards, transparent compliance with all applicable laws and regulations, and strict adherence to our clients' quality, health, and safety procedures. Our processes are designed to ensure that every product and service supplied by ATC is delivered with integrity and in full alignment with relevant industry benchmarks.

To Further Guarantee Safety And Quality

We implement robust quality assurance and control procedures at every stage, from sourcing and installation to servicing and support, maintaining detailed records and conducting regular audits to facilitate performance tracking and continuous enhancement.

Employees and contractors are empowered and trained to recognize and respond proactively to potential hazards, incidents, or non-conformities, fostering a safety-first culture and supporting prompt corrective and preventive action.

We allocate resources to periodic safety and quality training, site inspections, and third-party audits, which drive ongoing development of knowledge, skills, and operational excellence among our teams.

Product and service risks are systematically identified, assessed, and mitigated in collaboration with internal and external experts, ensuring that all controls are current, effective, and well-communicated to stakeholders.

ISO 14001:2015

QHSE Manual

This manual sets forth comprehensive procedures and responsibilities to ensure that quality, health, safety, and environmental considerations are fully integrated into all aspects of company operations. It provides a structured framework for identifying, assessing, and managing risks, while maintaining the highest standards of compliance and continuous improvement. The management and QHSE team are committed to upholding these rigorous standards, conducting regular reviews, and fostering a culture of accountability and transparency to protect stakeholders' interests and ensure operational excellence.

QHSE Commitment

This statement affirms the company's unwavering dedication to ethical conduct, safety, and stakeholders' well-being in every business decision. The Board and leadership team endorse robust commitments to superior quality and safety, stakeholder engagement, and environmental protection, ensuring all activities are aligned with best practices and applicable legal requirements. Regular evaluation of QHSE objectives and outcomes is central to this policy, reinforcing transparency, integrity, and shared responsibility at all levels of the organization.

Employee Well Being/Labour Management

A.T.C is deeply committed to employee well-being, and satisfaction of every team member. We recognize that workplace well-being encompasses "physical and mental health, team building, work environment, and we strive to foster a positive, inclusive culture. We uphold all labor rights and aim to ensure that employees feel valued, supported, and empowered. Through robust policies and benefits, the company ensures competitive wages, respectful working conditions, and clear channels for feedback and grievance resolution. In line with our commitment to occupational health and safety, A.T.C is ISO 45001:2018 certified, reinforcing our dedication to maintaining the highest standards of workplace safety and continual improvement.

Employee Well Being/Labour Management

The company's strategy centers on continuous investment in our people and strict adherence to labor best practices. Our key commitments include:

Employee development: Providing regular training and skills programs to enable career growth and adaptability. We track metrics like average training hours per employee to measure our progress.

Labour rights: Ensuring fair treatment in line with local laws and international standards (e.g. clear notice periods for changes, equal pay practices). Our policies reflect frameworks that emphasize the importance of "diverse, safe, and inclusive workplaces".

Health and well-being: Offering comprehensive benefits and wellness initiatives that promote both physical and mental health. By addressing non-work-related health risks and providing support services, we enable employees to "increase control over and improve their health" as encouraged by global reporting standards.

Safe work environment: Maintaining strict safety protocols and training to prevent incidents. The company regularly reviews its Occupational Health and Safety practices to ensure zero tolerance for accidents or violations.

ISO 45001:2018

Workplace Safety and Labor Practices

Incident management

- All safety or compliance incidents are logged and addressed immediately through disciplinary and corrective action processes.

Safety performance

- Maintains an excellent safety record with zero work-related injuries or fatalities reported during this period.

Labor relations

- Respects workers' rights to organize.
- While operations are not in environments with union representation, policies ensure:

Achievements

A.T.C reported zero incidents across various labor management considerations during the reporting period. These include

0 incidents
Labor Violations

0 incidents
Workplace Harassment

0 incidents
Unsafe Work Conditions

Future Outlook

A.T.C is dedicated through these efforts, we commit to ongoing improvement in employee welfare, aligning our growth with the sustained well-being and satisfaction of our entire team.

Employee Well Being/Labour Management

Management Approach

Employee Well-being Programs

Health and insurance benefits

All full-time employees receive comprehensive health insurance (covering medical, dental, and vision) as part of our benefits package, along with company-paid mobile phone plans and SIM cards. We also provide generous leave policies (e.g., paid maternity/paternity, marriage, and pilgrimage leave) that exceed legal minimums.

Family and life support

In addition to healthcare, the company offers support for personal needs. We continuously explore new wellness initiatives (such as stress management workshops and fitness subsidies) to promote overall well-being.

Inclusive workplace culture

We monitor workforce diversity and conduct regular surveys. Our culture initiatives include team-building events and an open-door policy, encouraging collaboration and a sense of belonging. This reflects the understanding that workplace well-being covers all aspects of worker health and contributes to higher productivity and retention.

Training and Development

ATC recognizes that continuous learning and skill enhancement are critical for both employees and leadership to perform effectively and contribute to the company's growth. In line with this, the company invests in structured training programs for employees while also implementing a formal Training and Awareness Policy for its Board Members.

- **Total training hours:** In 2024, employees completed 1,434 hours of LinkedIn e-learning courses (e.g. sales training, customer service, contract management, and labor law), supplemented by instructor-led workshops and on-the-job mentoring.
- **Average training per employee:** The average training time was about 8 hours for men and 2.7 hours for women, with higher-level staff (e.g. professional and management roles) receiving more training on average than support staff.
- **Training types and formats:** Offerings include online courses (LinkedIn Learning modules), seminars, and compliance workshops. Training covers both soft skills (communication, leadership) and technical topics (industry regulations, safety procedures). Performance development reviews (conducted for ~90% of employees) help identify additional training needs.

Training and Awareness Policy

Reflects ATC's commitment to continuous learning and strong governance practices.

Establishes clear standards for building knowledge and leadership capacity across all levels of the organization.

Emphasizes structured training, ethical decision-making, and ongoing professional development.

Ensures employees and Board Members are equipped to meet evolving business and regulatory demands.

Recognizes these principles as essential to maintaining organizational resilience and long-term success.

Expects every leader, manager, and employee to embrace these values with integrity.

Future Outlook

A.T.C is dedicated through these efforts, we commit to ongoing improvement in employee welfare, aligning our growth with the sustained well-being and satisfaction of our entire team.

Diversity and Equal Opportunities

A.T.C is built on the conviction that a truly innovative and successful organization is a diverse one. Our commitment to diversity, equity, and inclusion (DEI) is embedded in our core values and strategic operations. We strive to create an environment where every individual, regardless of gender, age, nationality, or background, is valued, respected, and empowered to achieve their full potential. Our policies are designed to eliminate barriers, promote fairness, and ensure that career progression is driven solely by talent, dedication, and merit.

Management Approach

At A.T.C, we are deeply committed to fostering a workplace built on the foundational pillars of mutual respect, equality, and inclusion. Our dedication to upholding the highest ethical standards is explicitly enshrined in our Code of Conduct, which mandates a zero-tolerance approach to discrimination and harassment and champions our role as an equal opportunity employer.

A Foundation of Core Values: Our organizational culture is guided by core values that explicitly commit to-
- **Equality:** Putting our people first by respecting and supporting individuals from diverse ethnic backgrounds, with various skills, perspectives, and ways of thinking. We strive to be an equal opportunity employer, ensuring fairness permeates every aspect of our operations.
- **Non-Discrimination and Non-Harassment:** Maintaining a work environment that encourages mutual respect and promotes dignified relationships between all employees. We strictly prohibit harassment in any manner or form.

Proactive Measures for an Inclusive Workplace
- Our Code of Conduct provides a clear ethical framework that explicitly prohibits discrimination and harassment, empowering every employee to work in a safe, respectful, and inclusive environment.
- We ensure prompt and thorough investigations of all reported or suspected occurrences of harassment and discrimination. Where such conduct is determined to have occurred, the Company will take appropriate disciplinary and/or corrective action.
- We are dedicated to continuously cultivating a unique and inclusive culture, underpinned by the provision of a secure and respectful work environment for all.

Our Commitment to Fairness and Dignity

The Company actively pursues its commitment to employees by:
- We value diversity and foster a workplace where all employees feel respected, valued, and treated fairly.
- We invest in our employees' professional development by offering training programs and career advancement opportunities based on merit and potential.
- Board Members and Executive Management are responsible for setting the tone and embodying the Company's commitment to these ethical principles in all aspects of business operations.

DEI Policy Core Principles
- **Diversity and Inclusion:** ATC values differences across nationality, age, disability, faith, culture, background, and gender. We are committed to creating an environment where all employees feel respected, valued, and empowered to contribute fully. This includes respecting cultural and religious practices, enabling diverse perspectives in decision-making, and leveraging diversity to drive innovation and competitiveness.
- **Equity and Accessibility:** ATC ensures fair and transparent HR processes in recruitment, promotion, and pay. We are dedicated to identifying and removing barriers to career progression and providing equal access to opportunities. This commitment extends to full workplace accessibility, including inclusive office design, assistive technologies, and reasonable accommodations for persons with disabilities, ensuring everyone can participate fully and equally.

Code of Conduct

The Code of Conduct defines the essential principles and standards that guide all actions and decisions at Advanced Technology Company. Our commitment to integrity, accountability, and respect is fundamental to our reputation and long-term success. Every employee and representative is expected to uphold these values diligently, fostering a culture of ethics and responsibility that strengthens our organization and earns the trust of all stakeholders.

Diversity, Equity and Inclusion Policy

This manual outlines commitment to Diversity, Equity, and Inclusion, establishing essential standards for maintaining a respectful and innovative workplace. Our approach emphasizes fair opportunity, active inclusion, and ongoing cultural growth, reflecting both Kuwait's diversity and our global presence. These principles are vital to our sustained achievement and organizational strength. Every team member, leader, and partner is expected to uphold these values with dedication. Through accountable leadership and a company-wide culture of respect, we strive to harness the full potential of our workforce, enhance community ties, and meet our responsibilities to all stakeholders.

Future Outlook

Looking ahead, we will further elevate our commitment to gender equality by expanding initiatives that ensure equal pay, foster career advancement, and provide comprehensive support systems that empower women to thrive and lead in the workplace.

Employee Representation and Inclusion

A.T.C is committed to building a diverse and inclusive workplace. We promote equal opportunities, merit-based growth, and respect for individual differences, ensuring that employees feel valued and supported. We continue to integrate diversity and inclusion into recruitment, training, and career development, fostering a collaborative and innovative work environment.

Table- 16: Employee Demographics and Diversity Profile

S. No.	Category	UoM	2024
1	Employees per gender		
a	Men	Nos.	1039
b	Women	Nos.	304
	Total no. of employees	Nos.	1343
2	Employees per age group		
a	Under 30	Nos.	138
b	30-50	Nos.	949
c	Over 50	Nos.	256
	Total no. of employees	Nos.	1343
3	Diversity across organization		
a	Executive Management	Nos.	5
b	Middle Management	Nos.	75
c	Professional	Nos.	805
d	Support	Nos.	458

Table- 17: New Employees by Gender and Age Group

S. No.	Category	UoM	2024
1	New Employees		
a	Men	Nos.	76
b	Women	Nos.	24
	Total Employees	Nos.	100
2	New Employees per age group		
a	Under 30	Nos.	29
b	30-50	Nos.	68
c	Over 50	Nos.	3
	Total no. of New employees	Nos.	100

Table- 18: Employee Turnover

S. No.		UoM	2024
1	Turnover		
a	Men	Nos.	40
b	Women	Nos.	30
	Total Turnover	Nos.	70

Achievements

A.T.C reported zero incidents across diversity and equal opportunities considerations during the reporting period.

0 incidents
Gender Discrimination

0 incidents
Racial Discrimination

0 incidents
Disability Discrimination

Future Outlook

While significant progress has been made, achieving full gender parity, particularly in managerial roles, remains an ongoing challenge as female representation continues to grow. A.T.C remains committed to bridging this gap by consistently reviewing and refining its policies and practices, ensuring they evolve to meet the changing needs of its workforce and align with global best practices.

https://www.atc.com.kw/

GRI CONTENT-INDEX

Statement of Use	A.T.C has reported in reference with the GRI Standards for the period 1st January 2024 to 31st December 2024.	GRI 1 Used	GRI 1: Foundation 2021	Applicable GRI Sector Standard(s)	NA

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details	Introduction	-
	2-2 Entities included in the organization's sustainability reporting	About This Report	-
	2-3 Reporting period, frequency and contact point	About This Report	-
	2-4 Restatements of information	About This Report	-
	2-5 External assurance	About This Report	-
	2-6 Activities, value chain and other business relationships	Commitment to Quality and Excellence	-
	2-7 Employees	Employee Well-being and Labor Management	-
	2-8 Workers who are not employees	NA	This is not applicable as ATC does not have any Workers who are not employees.
	2-9 Governance structure and composition	Corporate Governance	-
	2-10 Nomination and selection of the highest governance body	Corporate Governance	-
	2-11 Chair of the highest governance body	Corporate Governance	-
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance	-
	2-13 Delegation of responsibility for managing impacts	Risk Management	-
	2-14 Role of the highest governance body in sustainability reporting	NA	This is not applicable as this is ATC's first Sustainability Report.
	2-15 Conflicts of interest	Business Ethics	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
	GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Business Ethics	-
	2-17 Collective knowledge of the highest governance body	Corporate Governance	-
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance	-
	2-19 Remuneration policies	To be reported in the future reporting cycle	The remuneration framework and related metrics will be disclosed in a future reporting cycle.
	2-20 Process to determine remuneration	To be reported in the future reporting cycle	The remuneration framework and related metrics will be disclosed in a future reporting cycle.
	2-21 Annual total compensation ratio	NA	ATC does not disclose this metric.
	2-22 Statement on sustainable development strategy	Message from Chairman	-
	2-23 Policy commitments	Business Ethics	-
	2-24 Embedding policy commitments	Business Ethics	-
	2-25 Processes to remediate negative impacts	Code of Conduct	-
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblower Policy	-
	2-27 Compliance with laws and regulations	Business Ethics, Product Safety and Quality	-
	2-28 Membership associations	To be reported in the future reporting cycle	Memberships in industry and trade associations will be published in a future reporting cycle.
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	-
	2-30 Collective bargaining agreements	Employee Well-being and Labor Management	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	-
	3-2 List of material topics	Materiality Assessment	-
Economic Performance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Value Generated	-
	201-2 Financial implications and other risks and opportunities due to climate change	Risk Management	-
	201-3 Defined benefit plan obligations and other retirement plans	To be reported in the future reporting cycle	Information on defined benefit plan obligations and other retirement plan commitments will be included in a future reporting cycle.
	201-4 Financial assistance received from government	To be reported in the future reporting cycle	Information on financial assistance received from government will be included in a future reporting cycle.
Market Presence			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	To be reported in the future reporting cycle	In future reporting, ATC will include benchmarking of entry-level wages to ensure fair and competitive pay across genders.
	202-2 Proportion of senior management hired from the local community	Employee Well-being and Labor Management	-
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Turn Key and mega projects	-
	203-2 Significant indirect economic impacts	Social Value Generated and Community Investment	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
**MATERIAL TOPICS**		
**Procurement Practices**		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	To be reported in the future reporting cycle	Consolidated, auditable pay-ratio metrics will be presented in the next reporting cycle following payroll reconciliation across business units.
**Anti-Corruption**		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics	-
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics	-
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics	-
**Anti-Competitive Behavior**		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics	-
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics	-
**Tax**		
GRI 207: Tax 2019	207-1 Approach to tax	Economic Value Generated	-
	207-2 Tax governance, control, and risk management	Risk Management	-
	207-3 Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement	-
	207-4 Country-by-country reporting	NA	ATC operates solely in Kuwait; country-by-country reporting will be provided if the company expands to additional jurisdictions.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
**MATERIAL TOPICS**		
*Materials*		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	To be reported in the future reporting cycle	Material use data will be presented in future reporting cycles as tracking mechanisms mature.
	301-2 Recycled input materials used		
	301-3 Reclaimed products and their packaging materials		
*Energy*		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Management	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption within ATC Operations	-
	302-2 Energy consumption outside of the organization	To be reported in the future reporting cycle	Data on energy use across suppliers and other external activities will be gathered and disclosed in future reporting cycles.
	302-3 Energy intensity	Energy Savings through Initiatives	-
	302-4 Reduction of energy consumption	Energy Savings through Initiatives	-
	302-5 Reductions in energy requirements of products and services	Energy Management	-
*Water and Effluents*		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management	-
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water consumption	-
	303-2 Management of water discharge-related impacts	Water consumption	-
	303-3 Water withdrawal	Water Management	-
	303-4 Water discharge	To be reported in the future reporting cycle	Monitoring systems for water discharge are being enhanced, and related disclosures will be presented in future reports.
	303-5 Water consumption	Water consumption	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
MATERIAL TOPICS			
Biodiversity			
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	ATC's operations are located in developed commercial areas within Kuwait and do not border protected or biodiversity-sensitive zones. This disclosure will be revisited if the Company's operational footprint changes.
	304-2 Significant impacts of activities, products, and services on biodiversity		
	304-3 Habitats protected or restored		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	GHG Emissions	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Emissions	-
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions	-
	305-3 Other indirect (Scope 3) GHG emissions	To be reported in the future reporting cycle	Scope 3 emissions will be disclosed in a future reporting cycle as data collection across the value chain progresses.
	305-4 GHG emissions intensity	GHG Emissions	-
	305-5 Reduction of GHG emissions	To be reported in the future reporting cycle	Data on GHG reductions and air emissions (including ODS, NOx, and SOx) will be captured and reported in future cycles.
	305-6 Emissions of ozone-depleting substances (ODS)		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
		MATERIAL TOPICS	
		Waste	
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	-
	306-2 Management of significant waste-related impacts	Waste Management	-
	306-3 Waste generated	Waste Management	-
	306-4 Waste diverted from disposal	To be reported in the future reporting cycle	Data on waste diversion and disposal has not yet been captured and will be disclosed in future reporting cycles.
	306-5 Waste directed to disposal	To be reported in the future reporting cycle	
		Supplier Environmental Assessment	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	To be reported in the future reporting cycle	Supplier environmental assessments have not yet been performed and will be disclosed in future reporting cycles.
	308-2 Negative environmental impacts in the supply chain and actions taken	To be reported in the future reporting cycle	
		Employment	
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Well-being and Labor Management	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employees, Employee Turnover	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Well-being and Labor Management	-
	401-3 Parental leave	Employee Well-being and Labor Management	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
MATERIAL TOPICS			
Labor/Management Relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Well-being and Labor Management	-
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Employee Well- and Labor Management being	-
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Well-being and Labor Management	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Well-being and Labor Management	-
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Well-being and Labor Management	-
	403-3 Occupational health services	Employee Well-being and Labor Management	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Well-being and Labor Management	-
	403-5 Worker training on occupational health and safety	Employee Well-being and Labor Management	-
	403-6 Promotion of worker health	Employee Well-being and Labor Management	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Well-being and Labor Management	-
	403-8 Workers covered by an occupational health and safety management system	Employee Well-being and Labor Management	-
	403-9 Work-related injuries	Employee Well-being and Labor Management	-
	403-10 Work-related ill health	Employee Well-being and Labor Management	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
MATERIAL TOPICS			
Training and Education			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Development	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development	-
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and Development	-
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and Equal Opportunities	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Equal Opportunities	-
	405-2 Ratio of basic salary and remuneration of women to men	Diversity and Equal Opportunities	-
Non-Discrimination			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Employee Well-being and Labor Management	-
Freedom of Association and Collective Bargaining			
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	Employee Well-being and Labor Management	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
	MATERIAL TOPICS		
	Child Labor		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Employee Well-being and Labor Management	-
	Forced or Compulsory Labor		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee Well-being and Labor Management	-
	Security Practices		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	To be reported in the future reporting cycle	Training of security personnel on human rights policies is not yet in place and will be implemented in future reporting cycles.
	Rights of Indigenous Peoples		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	To be reported in the future reporting cycle	No incidents have been recorded to date, and mechanisms to systematically track such cases will be implemented in future reporting cycles.
	Local Communities		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Value Generated and Community Investment	-
	413-2 Operations with significant actual and potential negative impacts on local communities	NA	ATC's operations are primarily office-based and do not have significant impacts on local communities.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
MATERIAL TOPICS			
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	To be reported in the future reporting cycle	Supplier social impact assessments have not yet been performed and will be disclosed in future reporting cycles.
	414-2 Negative social impacts in the supply chain and actions taken	To be reported in the future reporting cycle	
Public Policy			
GRI 415: Public Policy 2016	415-1 Political contributions	NA	ATC does not make political contributions.
Customer Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Safety and Quality	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Safety and Quality	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Safety and Quality	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION OF THE REPORT	RESPONSE / OMISSION
MATERIAL TOPICS			
Marketing and Labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Safety and Quality	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product Safety and Quality	-
	417-2 Incidents of non-compliance concerning product and service information and labeling	Product Safety and Quality	-
	417-3 Incidents of non-compliance concerning marketing communications	Product Safety and Quality	-
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Data Privacy and Security	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security	-

BOURSA KUWAIT SUSTAINABILITY DISCLOSURES

Boursa Kuwait Sustainability Disclosures

This sustainability report has been initiated based on reference to Article No. (1-17-1) of Module Twelve (Listing Rules) of the Executive Regulations of the Capital Markets Authority (CMA). It is intended to serve as a guiding framework for listed companies when preparing sustainability disclosures. The report proposes an initial set of corporate sustainability indicators aligned with the State of Kuwait's sustainable development ambitions, as outlined in the "New Kuwait 2035" Vision and Kuwait's commitment to achieving carbon neutrality by 2060.

Metric	Calculation	Disclosure / Page Number
	Environmental	
GHG Emissions	E1.1) Total amount, in CO2 equivalents, for Scope 1 (if applicable)	34
	E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)	34
	E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	NA
Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	34
	E2.2) Total non-GHG emissions per output scaling factor	NA
Energy Usage	E3.1) Total amount of energy directly consumed	32
	E3.2) Total amount of energy indirectly consumed	NA
Energy Intensity	Total direct energy usage per output scaling factor	32
Energy Mix	Percentage: Energy usage by generation type	NA
Water Usage	E6.1) Total amount of water consumed	36
	E6.2) Total amount of water reclaimed	NA
Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes, no	No
	E7.2) Does your company follow specific waste, water, energy, and/or recycling polices? Yes/No	No
	E7.3) Does your company use a recognized energy management system? Yes/No	Yes
Environmental Oversight	Does your Board/Management Team oversee and/or manage climate-related risks? Yes/No	No
Environmental Oversight	Does your Board/Management Team oversee and/or manage other sustainability issues? Yes/No	No
Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development?	NA

Metric	Calculation	Disclosure / Page Number
	Environmental	
Gender Pay Ratio	Ratio: Median male compensation to median female compensation	1 to 1
Employee Turnover	S2.1) Percentage: Year-over-year change for full-time employees	This is the first year of reporting
	S2.2) Percentage: Year-over-year change for part-time employees	N/A since ATC has no part time employees
	S2.3) Percentage: Year-over-year change for contractors and/or consultants	NA
Gender Diversity	S3.1) Percentage: Total enterprise headcount held by men and women	44
	S3.2) Percentage: Entry- and mid-level positions held by men and women	44
	S3.3) Percentage: Senior- and executive-level positions held by men and women	44
Temporary Worker Ratio	S4.1) Percentage: Total enterprise headcount held by part-time employees	N/A since ATC has no part time employees
	S4.2) Percentage: Total enterprise headcount held by contractors and/or consultants	Not recorded
Non-Discrimination	Does your company follow a sexual harassment and/or nondiscrimination policy? Yes/N	Yes. The Code of Conduct
Injury Rate	Percentage: Frequency of injury events relative to total workforce time	None
Global Health and Safety	Does your company follow an occupational health and/ or global health and safety policy? Yes/No	Yes. Quality Health, Safety, and Environment (QHSE)
Child and Forced Labor	S8.1) Does your company follow a child and/or forced labor policy? Yes/No	No
	S8.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	No

Metric	Calculation	Disclosure / Page Number
Environmental		
Human Rights	S9.1) Does your company follow a human rights policy? Yes/No	Covered under Code of Conduct Policy
	S9.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	No
Nationalization	S10.1) Percentage of national employees	Not recorded
	S10.2) Direct and indirect local job creation	Not recorded
Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	100% Men
	G1.2) Percentage: Committee chairs occupied by men and women	100% Men
Board Independence	G2.1) Does your company prohibit its CEO from serving as board chair? Yes/No	Yes
	G2.2) Percentage: Total board seats occupied by independents	28.5%
Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No	No
Collective Bargaining	Percentage: Total enterprise headcount covered by collective bargaining agreement(s)	0
Supplier Code of Conduct	G5.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/No	No
	G5.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	NA
Ethics and Anti-Corruption	G6.1) Does your company follow an Ethics and/or Anti-corruption policy? Yes/No	Yes
	G6.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	100%

Metric	Calculation	Disclosure / Page Number
Environmental		
Data Privacy	G7.1) Does your company follow a Data Privacy policy? Yes/ No	Yes
	G7.2) Has your company taken steps to comply with GDPR rules? Yes/No	No
Sustainability Reporting	G8.1) Does your company publish a sustainability report? Yes/No	N/A.This is the first year of reporting
	G8.2) Is sustainability data included in your regulatory filings? Yes/No	Not directly
Disclosure Practices	G9.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No	Yes
	G9.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No	Yes
	G9.3) Does your company set targets and report progress on the UN SDGs? Yes/No	No
External Assurance (Recommended)	Are your sustainability disclosures assured or validated by a third party? Yes/No	No