

20  
25

# APIC GROUP'S SUSTAINABILITY REPORT



# CONTENTS

- Introduction..... 4**
  - Introduction by our CEO..... 4
  - About ..... 6
  - Sustainability Approach ..... 7
- Governance ..... 10**
  - Ethics and Good Governance ..... 11
  - Conflicts of Interest..... 12
  - Anti-Corruption ..... 12
  - Speak-up Culture ..... 13
  - Reporting..... 13
  - Risk Management..... 14
  - Sustainability ..... 14
  - Materiality ..... 17
  - Policy Commitments..... 21
  - Processes to Remediate Negative Impacts..... 26
  - Management Control Practices ..... 28
- Social ..... 32**
  - Human Rights ..... 33
  - Prevention of Sexual Harassment..... 33
  - Stakeholders..... 34

Employees .....	38
Benefits.....	40
Non-Employees and non-guaranteed hours.....	47
Wellbeing Initiatives.....	48
Training.....	51
Health and Safety .....	56
Diversity and Inclusion.....	60
<b>Customer Health and Safety .....</b>	<b>67</b>
Health and safety impacts of products and services .....	67
Requirements for product and service information and labelling .....	69
Security and Privacy.....	79
Economy.....	78
<b>Environment .....</b>	<b>117</b>
Supply Chain .....	120
Energy.....	123
Water .....	134
Waste.....	140
CO2 Footprint .....	151
Biodiversity.....	155
<b>GRI Content Index.....</b>	<b>160</b>

# INTRODUCTION

## Introduction by our CEO

I am pleased to present APIC's Sustainability Report for 2025, as we continue to advance our journey toward a more responsible, resilient, and sustainable future.

The year 2025 continued to unfold under exceptionally difficult circumstances for our people, amid ongoing humanitarian challenges and the devastating impact of the war on the Gaza Strip. Despite these conditions, APIC remained steadfast in its commitment to supporting our employees, our operations, and the communities we serve. We maintained our approach of prioritizing people first, ensuring employment stability across the Group, especially for our teams affected by the crisis.

4 | During this challenging period, our social responsibility efforts focused on sustaining support to our long-term partners and directing resources toward urgent humanitarian needs in Gaza. Our Corporate Social Responsibility contributions represented a significant share of our profits with a value equivalent to 15%, reflecting our continued commitment to stand by our community when support is needed most.

This year also marked an important milestone in our sustainability journey, the International Finance Corporation (IFC) invested in APIC's bond issuance. This investment reflects international confidence in our governance, transparency, and long-term commitment to sustainable growth and responsible business practices.

In 2025, our sustainability scope further expanded to include four additional subsidiaries - Sky Advertising and Promotion Company, Unipal Jordan, Medical Supplies & Services (MSS) Jordan, and Reema Hygienic Paper Company — strengthening the integration of sustainability across our growing operations. The report highlights key achievements across the Group, including resource efficiency initiatives, operational improvements, and social impact efforts, and most notably our progress in waste management, where we achieved a 44% recycling rate of non-hazardous waste across our operations. This milestone reflects the impact of

improved waste segregation, recycling partnerships, and increased employee awareness, reinforcing our commitment to circular economy principles and reducing our environmental footprint.

I extend my sincere appreciation to every member of the APIC family—our employees, partners, and stakeholders—for their dedication and resilience during this challenging time. Your commitment has been essential in advancing our sustainability journey, and I am confident that together we will continue to strengthen our impact and build a more sustainable and inclusive future.

Sincerely,

**Tarek O. Aggad**  
**Chairman and Chief Executive Officer**



## ABOUT

APIC Group publishes sustainability reporting on an annual basis as part of its Annual Report, gradually including all its subsidiaries and working towards achieving the highest standards in line with the Global Reporting Initiative.

APIC Group's third Sustainability Report covers the Arab Palestinian Investment Company – APIC (holding company) and the following subsidiaries: Siniora Food Industries Company (Palestine and Jordan), Polonez (Turkey), Medical Supplies and Services Company – MSS and TMS (Palestine and Jordan), National Aluminium and Profile Company - NAPCO, Unipal General Trading Company (Palestine and Jordan), Palestine Automobile Company – PAC, Reema Hygienic Paper Company, and Sky Advertising and Promotion Company.

**All data presented in this report is limited to APIC as a holding company and the above subsidiaries only.**

6 |

For further information, contact the Director of Sustainable Development and Social Responsibility at APIC: Ms. Mona AlQutob [m.alqutob@apic.com.jo](mailto:m.alqutob@apic.com.jo)



## SUSTAINABILITY APPROACH

APIC has demonstrated a robust and expansive sustainability approach since its inception in 1994. Founded by a group of Arab businessmen, APIC's primary goal is to channel funds and investments into Palestine, fostering the nation's development and generating employment opportunities. APIC's sustainability approach comes from its sense of responsibility, a commitment to leading by example, and extends beyond the mere adherence to international ESG standards. Recognizing the interconnectedness of economic success, environmental preservation, and social well-being, APIC has ingrained sustainability into its core values. The company views itself as a steward of the regions it operates in and endeavours to set a precedent for responsible business practices.

The company has been actively involved in eco-friendly initiatives, focusing on resource efficiency, waste reduction, and incorporating renewable energy sources in its operations. Additionally, APIC places a strong emphasis on social responsibility, not only within its organization but also in the communities it serves. The company invests significantly in its employees, going above and beyond labour law requirements to provide benefits that exceed standard practices in its sectors. Prioritizing fair labour practices, diversity, and community engagement, APIC aims to make a positive impact beyond its financial performance. Governance and ethics are essential, ensuring transparency, accountability, and ethical decision-making at all levels of the organization.



## IFC Invests USD 15 Million in APIC Bonds

In 2025, the International Finance Corporation (IFC), a member of the World Bank Group, invested USD 15 million in APIC's corporate bond issuance, as part of a multi-currency bond program with a total nominal value of USD 120 million.

IFC's participation followed a comprehensive due diligence process covering financial, operational, and environmental, social, and governance (ESG) practices, reflecting strong international confidence in APIC's governance, transparency, and resilience. As part of the investment, IFC published an agreed Environmental and Social Action Plan (ESAP). The plan outlines APIC's commitments to further strengthen its ESG management systems and practices across the Group in alignment with the IFC Performance Standards (PS).

This partnership represents IFC's largest private sector transaction in the West Bank and Gaza and is expected to support job creation, operational growth, and sustainable economic development.

The investment reinforces APIC's commitment to continuous improvement, international best practice, and integrating sustainability into its core business strategy while creating long-term value for stakeholders and the communities it serves.





APIC General Assembly, May 2025

# **GOVERNANCE**

---

# ETHICS AND GOOD GOVERNANCE

Governance and ethics stand as the cornerstones of our organizational culture, embodying an unwavering commitment to the highest standards of conduct. Paramount within our operational framework is the steadfast pursuit of transparency, permeating all facets of our decision-making processes. By prioritizing openness and clarity, we actively foster an environment where stakeholders can trust and rely on the integrity of our actions. This commitment extends to ensuring accountability throughout the Group, holding each individual accountable for their roles and responsibilities. Ethical decision-making is not merely an expectation but an ingrained principle that guides every professional choice

made within our enterprise. We have implemented robust mechanisms and frameworks that meticulously outline ethical standards, delineating the boundaries of acceptable behaviour. These standards are disseminated and reinforced through ongoing training initiatives, ensuring that every member of our team is well-versed in the principles that underpin our ethical foundation. Upholding governance and ethics are not merely a compliance measure for us; it is a proactive stance that underscores our dedication to creating a corporate environment where integrity, fairness, and ethical conduct are not just aspirations but the bedrock of our identity.

## CONFLICTS OF INTEREST

Our company maintains a policy to identify and manage conflicts of interest where all employees review and sign the Conflict of Interest policy upon hiring, and receive training on Conflict of Interest, as part of the Group's commitment to upholding the highest standards of transparency and impartiality throughout our decision-making processes.

## ANTI-CORRUPTION

An integral aspect of our governance strategy is the robust anti-corruption measures in place outlined in APIC Group's Anti-Corruption Policy which is communicated to all our employees, in addition to providing training on ethics and corruption prevention to our employees. Our ongoing commitment to transparency involves a systematic assessment of all operations for potential corruption risks, and all board members have formally endorsed the Anti-Corruption Policy, demonstrating APIC's unwavering commitment.

12 |

### **APIC Group's Anti-Corruption Policy and Compliance Training**

In 2025, APIC Group continued with prioritising anti-corruption learning and awareness raising through virtual training on Anti-Corruption that is mandatory for all employees. All employees have received training on anti-money laundering, gifts and entertainment, and anti-bribery and corruption, through the Knowbe4 training platform.

# SPEAK-UP CULTURE

APIC Group promotes a speak-up culture so employees can share their ideas, opinions, and concerns. We have an internal communication channel and conduct periodic employee well-being surveys. We also provide confidential mental health guidance to employees which helps them navigate and resolve difficult situations, in addition to our Whistleblowing platform, which allows employees to directly access the highest levels of the company in case there are any issues, all are part of our people-centric approach.

APIC Group provides an environment where employees can report concerns without fear of reprisal, all claims are investigated in a timely manner and have the option to remain anonymous. A clear Whistleblowing Policy is communicated to all employees and the Whistleblowing Platform can be accessed [here](#).

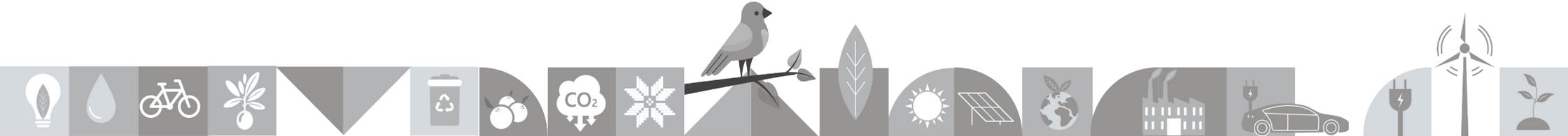
# REPORTING

Our commitment to accountability, transparency, and responsibility is reflected in our regular reporting mechanisms and governance practices.

We provide comprehensive annual reports in addition to quarterly disclosures, detailing our governance practices and financial performance, and share updates about our Corporate Social Responsibility and sustainability initiatives.



Scan the code to access the Whistleblowing platform



# RISK MANAGEMENT

APIC Group conducts group wide risk assessments every three years, which now includes environmental, social and governance aspects such as evaluating potential environmental impact, assessing social responsibility, and scrutinizing governance practices across its diverse portfolio of investments.

# SUSTAINABILITY

14 |

Our Sustainable Development and Social Responsibility (SDSR) Committee on the Board of Directors was established in 2022 and plays a pivotal role in overseeing the management of impacts, sustainability reporting, aligning with the highest governance standards. Where senior executives are responsible for developing, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development; the Board of Directors are responsible for guiding and approving all the above.

The SDSR Committee also ensures that the company implements due diligence and other processes to identify and manage impacts on the economy, environment, and people, and receives quarterly updates and considers the outcomes of these processes.

### APIC Group's Sustainability Training

In 2025, APIC Group continued with prioritising learning and awareness raising through virtual training that is mandatory for all employees. All employees have received training on water management and renewable energy through the Knowbe4 training platform.

### APIC Participates in the Palestine Green Forward Conference 2025

On 27 October 2025, APIC participated in the Green Forward Conference 2025, organized by Flow Accelerator in partnership with SPARK and held under the patronage of the Palestinian Ministry of Labor. The conference was part of the Green Forward programme, funded by the European Union, to support the transition toward a green and circular economy in Palestine.

Held under the theme “Strengthening Business Support Organisations Networks for a Green and Circular Economy in Palestine,” the event brought together government representatives, private sector leaders, entrepreneurs, financial institutions, and development partners to explore practical solutions for advancing resource efficiency, green innovation, and sustainable investment.

APIC participated in the panel “Partnering for a Greener Future – Private Sector Roles in Green Transitions,” where the company shared its experience in integrating sustainability across its operations, including initiatives in energy efficiency, renewable energy, waste reduction, and environmental management.

The conference provided an important platform for dialogue, collaboration, and partnership, reinforcing APIC's commitment to supporting Palestine's transition toward a more sustainable, resilient, and environmentally responsible economy.

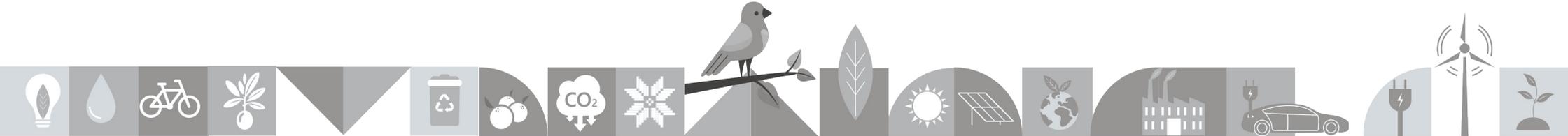




Reema Hygienic Paper Company Headquarters

# MATERIALITY

In the year 2023, the Board of Directors and Executive Management, fortified by the expertise of an external consultancy firm based in the UK, engaged in a comprehensive review process. This encompassed a meticulous examination of accumulated company data, invaluable insights garnered from stakeholders, and an extensive analysis of prevailing industry practices. Collaboratively, the Board actively participated in a materiality exercise, a strategic process aimed at discerning and prioritising key issues and focus areas crucial for attaining sustainability objectives in the short to medium term. This rigorous assessment, guided by external expertise, not only facilitated a deeper understanding of the multifaceted challenges and opportunities within the business landscape but also laid the groundwork for informed decision-making in steering the company toward a more sustainable and responsible future. The incorporation of diverse perspectives and industry benchmarks through this collaborative effort underlines the commitment to a holistic and forward-thinking approach in advancing the company's sustainability agenda.



G

S

Figure 1: Material Topics

MATERIAL TOPICS	CATEGORY	GRI	IFC PS	SDG
Ethical business conduct	Revise policies to include ESG commitments	 406, 407, 408, 409		
	Development of Value Chains and responsible sourcing	 308	  	 
	Development of Governance Manual, BoD Charter, including Conflict of Interest Policy	 205, 206		
Economic Performance	Risk assessments include ESG	 403		 
Customer Privacy	Develop Data Privacy Policy	 410,418		 
Diversity and equal opportunities	Increase women's employment to 30% by 2030	 405		
Health and Safety	Conduct regular air quality testing	 403, 416		 
Marketing and Labeling	Develop Marketing and Labeling Policy	 417		



MATERIAL TOPICS	CATEGORY	GRI	IFC PS	SDG
Investing in Local Communities	Community Needs Assessment	416		
	Stakeholder Engagement	401, 403		
	Employee internal communication platform			
Emissions	Collect data on emissions (scope 1, 2, and 3)	302, 305		
Water	Increase water efficiency	303		
Waste	Reduction of hazardous waste generation e.g. electronics	306		
	Reduction of non-hazardous waste generation e.g., food and domestic waste			
Energy	Increase investment in solar powered energy	302, 305		

Legend: Planned In progress Complete

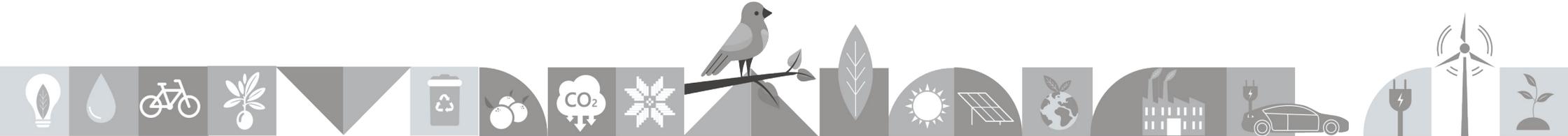


Unipal General Trading Company Headquarters

# POLICY COMMITMENTS

APIC's Environmental, Social, and Governance (ESG) Policy, developed and embedded in 2023, and revised in 2025, covers environmental responsibility including climate action and resource management; social responsibility including human rights, employee welfare and community engagement; and governance including ethical business conduct, stakeholder engagement, reporting and capacity building. The policy is approved by the SDSR Committee on the Board of Directors, and circulated among management and relevant employees of APIC and its subsidiaries, who have the responsibility to embed and implement the commitments across different levels within APIC and its subsidiaries including integrating the commitments into strategies, operational policies, and operational procedures.

APIC's ESG Policy includes General Terms and Conditions that is shared with third parties who have business relationships with APIC Group, such as suppliers and distributors. Starting in 2024, the agreement was incorporated into APIC Group's purchase orders and agreements meaning that all those who sign are agreeing to follow the ESG principles outlined in the agreement; and in 2025 it was revised to be more comprehensive and in alignment with IFC Performance Standards.



## Revision of the General Terms and Conditions

In 2025, APIC undertook a comprehensive revision of its Environmental, Social, and Governance (ESG) Compliance Agreement with suppliers, contractors, and business partners, they are now referenced as General Terms and Conditions. The update reflects the Group's evolving sustainability strategy, the expansion of its operations, and its commitment to aligning its value chain with international best practices, including the IFC Performance Standards (2012).

The previous agreement focused primarily on general expectations related to environmental responsibility, human rights, labour conditions, anti-corruption, and legal compliance. The revised 2025 version significantly strengthens these requirements by moving from high-level commitments to structured, measurable obligations and management systems.

Key Enhancements Introduced in 2025

### 1. Alignment with International Standards

- Formal integration of compliance with IFC Performance Standards (PS1–PS8).
- Clear expectations for environmental and social risk management across operations and supply chains.

### 2. Transition to a Management-System Approach

- Requirement for contractors to establish and maintain an Environmental and Social Management System (ESMS).
- Mandatory ESG risk assessments and monitoring, rather than voluntary good practice.



### **3. Expanded Environmental Requirements**

Specific obligations on:

- Energy and water efficiency
- Emissions and climate action
- Waste and hazardous materials management
- Pollution prevention and community impact mitigation
- Requirement to provide verifiable environmental performance data upon request.

### **4. Strengthened Social Safeguards**

- Expanded labour and human rights provisions, including:
- Prohibition of forced and child labour across the supply chain
- Occupational health and safety system requirements
- Mandatory prevention of sexual harassment and gender-based violence
- Worker engagement and grievance mechanisms
- Greater emphasis on community risk management and stakeholder engagement.

### **5. Responsible Supply Chain and Value Chain Accountability**

- Explicit extension of ESG obligations to subcontractors, suppliers, and security personnel.
- Increased due diligence expectations across the contractor's value chain.

## 6. Enhanced Governance and Transparency

Stronger anti-corruption and competition requirements. Obligations for:

- Accurate record-keeping and internal controls
- Independent verification where applicable
- ESG training for employees and contractors
- Maintenance of licenses, certifications, and regulatory compliance.

## 7. Monitoring, Audit, and Enforcement

- Formal right for APIC to conduct audits and inspections.
- Requirement to submit ESG reports and corrective action plans.
- Clear consequences for material non-compliance, including suspension or termination.

## 8. Data Protection and Confidentiality

- Expanded provisions on confidential information, intellectual property, and data handling.

The 2025 revision marks a shift from a compliance declaration to a risk-based, performance-driven framework. It strengthens APIC's ability to:

- Manage ESG risks across its value chain
- Meet international investor expectations
- Support IFC-aligned Environmental and Social Action Plan (ESAP) commitments
- Enhance transparency, accountability, and operational resilience

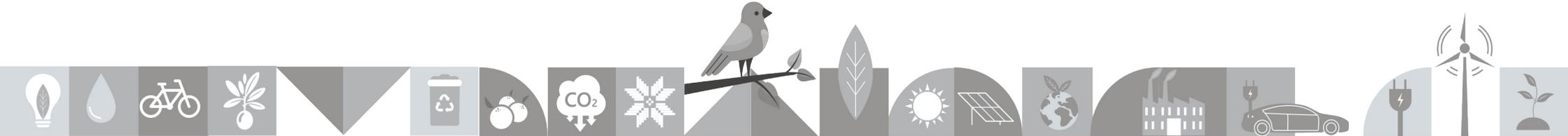
This update reinforces APIC's position as a responsible business partner and ensures that sustainability principles are embedded not only within its operations, but throughout its entire ecosystem of suppliers and contractors.

APIC Board of Directors and employees receive training on internal policies, and sustainable development, including ethical business conduct, environmental practices, and human rights.

Policy commitments are communicated to employees through the internal employee communication platform, and to business partners through the third-party compliance agreement, which allows the partners to commit to sustainability principles.



Scan the code to access the  
General Terms and Conditions



# PROCESSES TO REMEDIATE NEGATIVE IMPACTS

In situations where adverse effects or negative impacts are identified within our operations, our commitment to responsible business practices is underscored by the implementation of structured and proactive processes. These processes are meticulously designed to swiftly and effectively address and remediate any identified issues. Central to this approach is a robust system that enables the prompt identification and reporting of negative impacts, whether they pertain to environmental concerns, social consequences, or governance shortcomings.

Upon the identification of such impacts, a systematic and transparent escalation process is activated, involving key stakeholders and decision-makers at various levels of the organization. This ensures that a comprehensive understanding of the issue is achieved, taking into account diverse perspectives and insights. Simultaneously, a dedicated remediation plan is crafted, outlining specific actions, timelines, and responsibilities to rectify the identified shortcomings.

26 |

Importantly, these processes are not just reactive but are complemented by a commitment to proactive measures aimed at preventing the recurrence of similar issues in the future. Root cause analyses, continuous improvement initiatives, and regular reviews contribute to a dynamic and evolving framework that adapts to emerging challenges and sustains a culture of accountability.

By embedding structured processes for addressing and remediating negative impacts, we exemplify our dedication to not only meeting regulatory requirements but also surpassing them to ensure the sustained well-being of our stakeholders and the broader community. This proactive and diligent approach aligns with our overarching commitment to responsible and sustainable business practices, affirming our role as a conscientious corporate entity within the ever-evolving landscape of environmental, social, and governance considerations.



NAPCO Production Line

# MANAGEMENT CONTROL PRACTICES

Through the meticulous execution of internal audits, compliance departments, external audits, and performance appraisals, we position our company as a trailblazer in sustainable and accountable governance within the business sector. This commitment reflects our pledge to not only meet but exceed the expectations of our stakeholders, contributing to a corporate landscape defined by integrity and responsible leadership.

## **Compliance Departments - Compliance with Laws and Regulations:**

Integral to our governance structure is the presence of dedicated compliance departments, strategically positioned to uphold the company's commitment to adhering to all relevant laws and regulations. These specialized departments actively cultivate a culture of legal and ethical compliance, implementing rigorous measures to stay abreast of evolving regulatory landscapes and fostering an environment where ethical conduct is not only encouraged but ingrained in our corporate DNA.

## **Internal Auditing:**

Our commitment to maintaining the highest standards of governance is reinforced by the regular conduct of internal audits, a vital practice designed to meticulously assess and enhance the effectiveness of our governance mechanisms. The Company's internal audit follows the international standards of the Institute of Internal Auditors (IIA) and utilises leading global accounting firms. These internal audits serve as a proactive measure to identify areas of improvement, fortifying our organizational resilience and ensuring that our governance practices consistently align with industry best practices.

**External Auditing:**

As a testament to our unwavering dedication to transparency, independent external audits constitute a pivotal element of our governance practices. These audits, conducted by leading global accounting firms, serve as a robust validation process, thoroughly scrutinizing our financial reporting and governance practices. This external validation not only instils confidence among stakeholders but also underscores our commitment to accountability and the highest standards of financial governance.

**Performance Appraisals:**

In tandem with our governance practices, our management control measures encompass comprehensive performance appraisals. These evaluations serve as a dynamic tool, aligning individual and team objectives with the company's ethical and governance standards. By intertwining performance assessments with our overarching commitment to ethical conduct, we ensure that our workforce is not only skilled and proficient but also aligned with the ethical principles that define our corporate identity.

**Business Continuity:**

Based on the identified potential operational risks, preventive and response measures are established to enable rapid recovery and minimal operational downtime. Each subsidiary is required to maintain and periodically update its Business Continuity Plans, covering key operational processes, critical resources, alternative work arrangements, and communication protocols.

## Medical Supplies and Services Company Enhances Resilience and Efficiency through Advanced Disaster Recovery

In 2025, MSS strengthened its operational resilience and digital continuity by implementing an advanced Disaster Recovery (DR) site based on a HOT-HOT operating model. This approach ensures uninterrupted business operations by maintaining two active environments capable of immediate failover, while optimizing system performance and resource utilization.

The DR solution was designed to support both business continuity and operational efficiency. Through the deployment of smart replication technologies, critical data and applications are synchronized in real time without the need to operate fully duplicated infrastructure unnecessarily, reducing energy consumption and improving system efficiency.

To further optimize performance, the DR site includes real-time monitoring of temperature and power consumption, enabling proactive management of environmental conditions and preventing excessive energy use. In addition, optimized cooling solutions were implemented to protect sensitive equipment, enhancing reliability while minimizing the environmental footprint of the facility.

MSS also conducts regular disaster recovery testing and simulation exercises to ensure system readiness and rapid response capabilities. These proactive measures reduce reliance on emergency interventions, prevent unplanned resource use, and strengthen operational stability.



## **Medical Supplies and Services Company Achieves ISO 9001 Certification for Quality Management**

MSS has been awarded ISO 9001 certification, the internationally recognized standard for Quality Management Systems (QMS). This achievement reflects the company's commitment to delivering consistent, high-quality products and services while continuously improving operational performance.

ISO 9001 certification confirms that MSS has established structured processes to ensure quality at every stage of its operations - from procurement and storage to distribution and customer service. The standard emphasizes risk-based thinking, process efficiency, customer satisfaction, and ongoing performance monitoring.

Through the implementation of a robust Quality Management System, MSS has strengthened internal controls, enhanced operational consistency, and improved its ability to meet regulatory requirements and customer expectations.

This milestone reinforces MSS's dedication to operational excellence, continuous improvement, and building trust with healthcare providers, partners, and the communities it serves.

**SOCIAL**

---

## HUMAN RIGHTS

APIC and its subsidiaries operate within countries that uphold human rights, and are committed to fostering a workplace environment that aligns with the principles outlined in the Universal Declaration of Human Rights. This robust adherence to human rights standards underscores the Group's dedication to ethical business practices and the well-being of all individuals involved in their value chain.

APIC Group is committed to providing a safe, inclusive, and respectful workplace where employees are treated fairly, compensated in accordance with applicable laws, and provided with safe working conditions and access to training and development opportunities. The Group also supports employee dialogue, and access to grievance mechanisms that allow concerns to be raised confidentially and without fear of retaliation.

The commitment to improving human rights oversight is manifested in proactive measures such as regular assessments, audits, and continuous monitoring to ensure that human rights are upheld. APIC and its subsidiaries acknowledge that respecting and promoting human rights are integral to sustainable and responsible business practices.

| 33

## PREVENTION OF SEXUAL HARASSMENT

The policy on preventing and addressing sexual harassment in the workplace was revised in 2023 and represents a significant step forward in fostering a safe and inclusive working environment. Developed through a collaborative effort in partnership with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), this policy is rooted in a comprehensive review of existing policies and practices worldwide. It aims to align with global best practices while incorporating the essential components that make a protection from sexual harassment policy robust and effective.

# STAKEHOLDERS

Conducting a thorough stakeholder analysis is paramount for companies seeking to navigate their operational landscape successfully. This multifaceted analysis, implemented with the support of a specialised external consultancy firm based in the UK, includes a diverse array of stakeholders, each with unique perspectives, interests, and influence. The stakeholders encompass:

## Employees:

As integral contributors to the organizational success, employees' perspectives, concerns, and well-being are crucial considerations in stakeholder analysis. Understanding their needs fosters a positive work environment and enhances overall productivity.

## Suppliers, Consultants, and Sub-contractors:

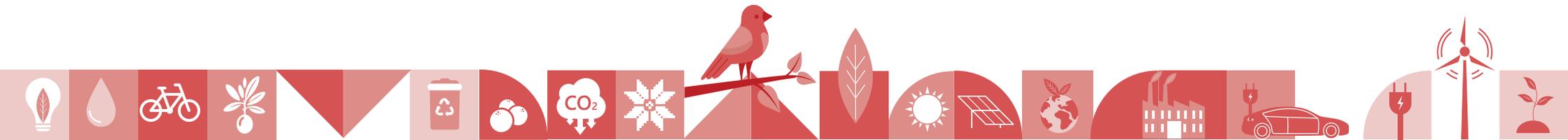
These third parties play a vital role in the supply chain, impacting production efficiency and quality, as well as compliance with high environmental, social and governance standards. Establishing strong relationships and effective communication channels with sub-contractors ensures collaborative success.

## Board Members:

The board provides governance and strategic oversight. Recognizing their expectations and concerns aids in aligning company objectives with broader governance and fiduciary responsibilities.

## Executive Management:

Leadership sets the tone for organizational strategy and culture. Their insights and decisions significantly shape the company's direction, making their engagement and alignment with stakeholder interests pivotal.



**Local Community:**

Companies have a social responsibility to the communities in which they operate. Recognizing and addressing local concerns helps build positive relationships and fosters community support, especially towards building more sustainable businesses and communities.

**Regulators:**

Compliance with regulations is essential for sustainability. Regular communication and collaboration with regulatory bodies ensure adherence and improvement to legal standards and industry norms.

**Public:**

Public perception can significantly impact a company's reputation. Maintaining transparency and addressing public concerns contribute to a positive image and brand integrity.

**Development partners:**

Collaborating with development foundations and non-governmental organizations aligns with Corporate Social Responsibility (CSR) Policy and Environmental, Social Governance Policy objectives, contributing to sustainable community development.

**Professional Bodies/Industry Association:**

Active engagement with professional bodies and industry associations helps stay informed about and influence industry trends, best practices, and regulatory updates.

Driven by Excellence  
مستثمر المساهمة العامة المحدودة  
العام - 6 شباط، 2025



### **Investors/Business Partners:**

Investors and business partners seek returns on investments. Understanding their expectations and fostering transparent communication is essential for sustained partnerships.

### **Shareholders:**

Shareholders' interests revolve around the company's financial performance. Providing clear information and ensuring shareholder value contributes to investor confidence.

### **Media:**

Media plays a critical role in shaping public perception. Establishing positive relationships with the media and managing communication effectively are crucial for reputation management.

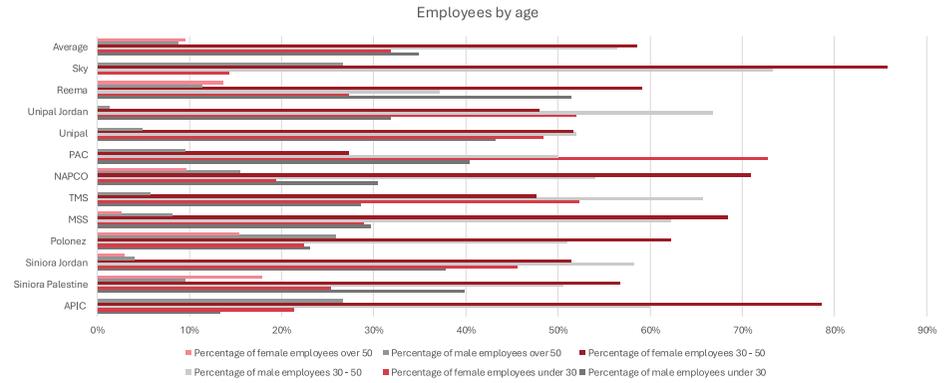
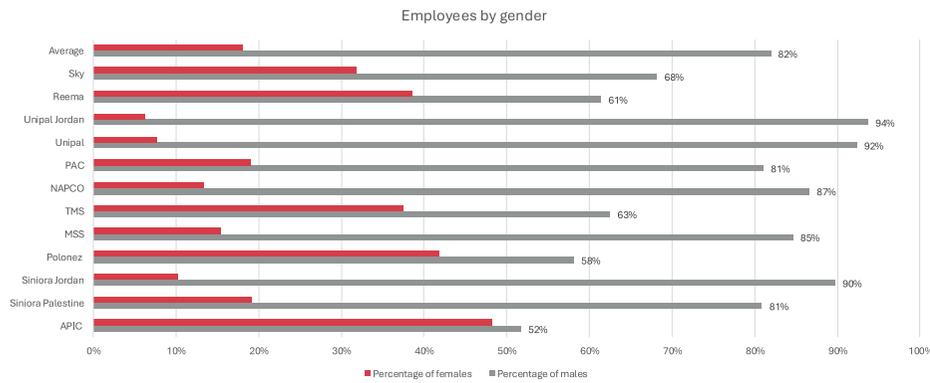
### **Subsidiaries/Portfolio Companies:**

For companies with subsidiaries or portfolio companies, understanding the unique dynamics and needs of each entity is vital for holistic management and performance optimization.

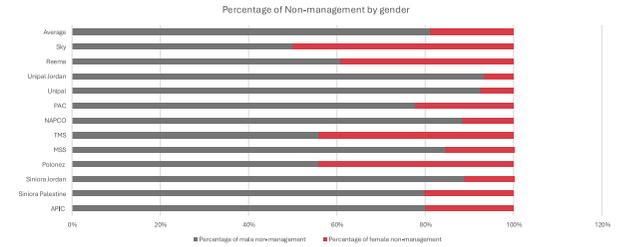
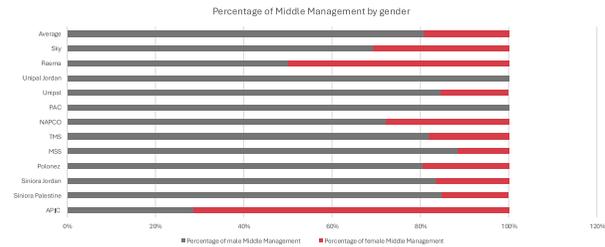
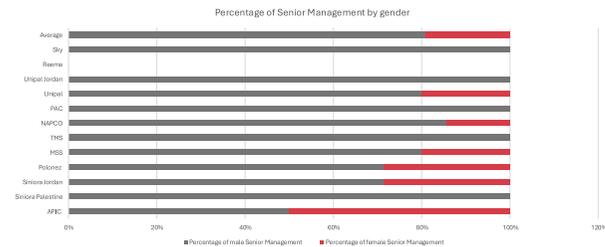
A robust stakeholder analysis involves continuous assessment, effective communication, and strategic engagement to ensure that the diverse interests of stakeholders are considered and integrated into the organizational decision-making process. This comprehensive approach contributes to sustainable growth, stakeholder satisfaction, and positive societal impact.

# EMPLOYEES

## Workforce, by age and gender

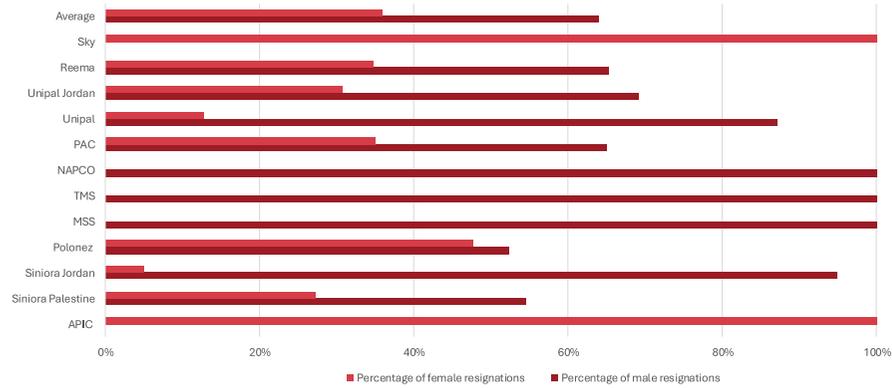


## Workforce, by rank and gender

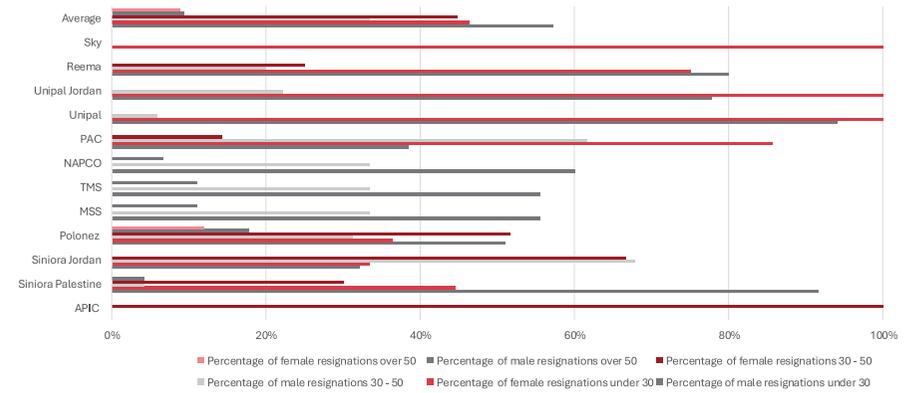


## Resignations, by age and gender

Resignations by gender

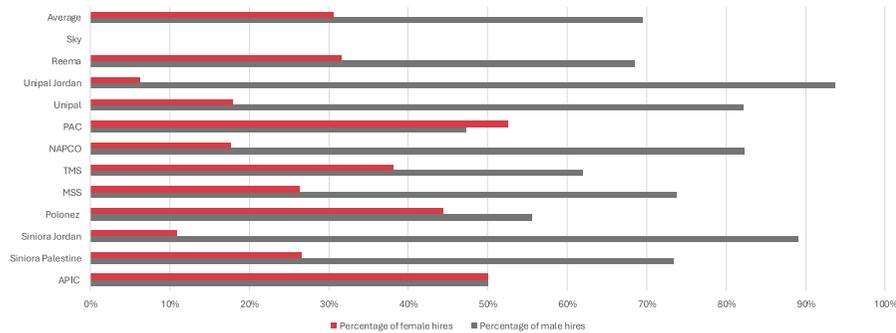


Resignations by age and gender

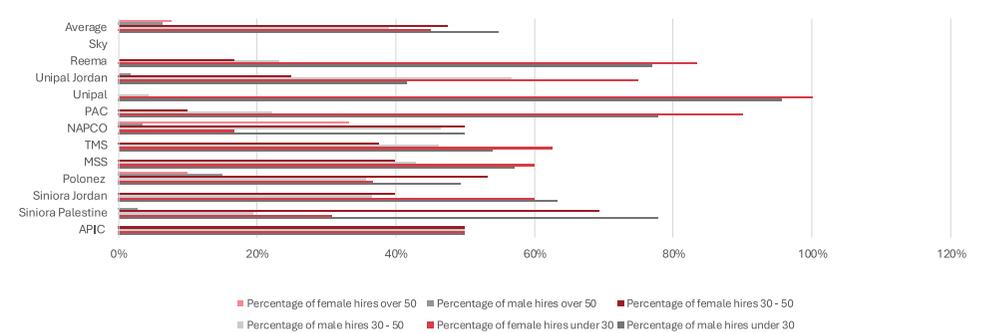


## New hires, by age and gender

New hires by gender



New hires by age



# BENEFITS

APIC Group is committed to going above and beyond regulatory requirements in providing benefits to its employees. Recognizing the significance of its workforce, the company has implemented a comprehensive set of benefits that surpass the minimum standards outlined by regulations. These enhanced benefits reflect APIC's dedication to prioritizing employee well-being and fostering a positive work environment.

In addition to meeting legal obligations, APIC Group strives to create a workplace where employees feel valued and supported. This commitment is evident in the supplementary benefits offered, which may include extended healthcare coverage, wellness programs, professional development opportunities, and additional leave options. By exceeding regulatory requirements, APIC Group aims to not only attract and retain top talent but also to demonstrate a genuine investment in the overall welfare and satisfaction of its employees.

40 |

**Mental Health:** APIC Group offers anonymous psychological counselling sessions through their Breath Out platform and in-house trainings, ensuring accessible resources and support for employees.

**Education:** Employees' children benefit from educational grants to cover the cost of tuition fees. In 2025, 28 outstanding students received full tuition grants in local universities, 20 females and 8 males, with a value of USD 102,986.

**Healthcare:** A comprehensive health insurance policy covers all employees and their families. An additional policy covers cancer care at the King Hussein Cancer Foundation where not covered.

**Liability Insurance:** Our employees are automatically covered by work accident insurance.

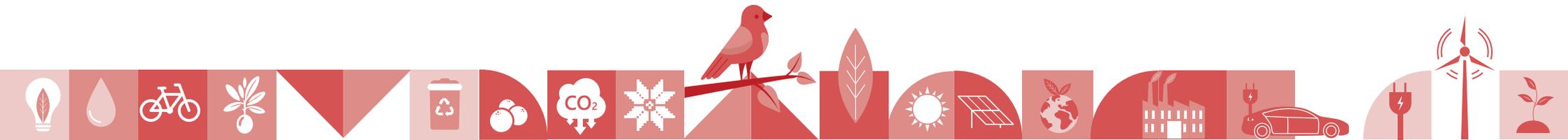
Retirement/ end of service: Our employees benefit from either retirement or end of service, depending on the applicable local laws.

Parental Leave: Paid parental leave for both men and women (120 days for women, and 5 days for men), 100% of employees who took parental leaves returned to work.

Stock Ownership: Senior Management continue to receive their shares from 2023

Ramadan Coupons/Packages: For employee well-being and community spirit, APIC Group annually distributes Ramadan coupons or packages to its employees, helping them prepare for the holy month with ease.

Striving for excellence: CEO Award is held annually and includes a Sustainability Excellence Award for 2024 initiatives awarded in 2025, to recognize and celebrate the most outstanding sustainable projects within APIC Group. Exceptionally this year, two awards were given for Sustainability Excellence, to reward the innovative efforts and commitment of our teams towards environmental conservation, social responsibility, or governance practices.



### **CEO Sustainability Award for 2024 Initiatives awarded in 2025**

Numerous outstanding projects qualified for the 2024 Sustainability Award, each demonstrating a strong commitment to sustainable practices. A panel conducted a thorough evaluation, carefully reviewing each project. From this selection, the top three were presented to the Sustainable Development and Social Responsibility Committee on the Board. This year, two winners were selected in recognition of the outstanding merit of both projects in both innovation and impact. The committee determined that each initiative demonstrated strong innovation, measurable impact, and alignment with the company's sustainability and operational excellence objectives. Given the significant value and results achieved by both teams, the decision was made to honour them jointly in acknowledgment of their equally deserving contributions.

Winners of the second CEO Sustainability Award for 2024 are Siniora Food Industries Company Palestine, a team of 17 employees, and Reema Hygienic Paper Company, a team of three employees.

### **Siniora Food Industries Company Palestine achieves 21% reduction in water use in 2024**

A key component of this initiative was the installation of sub-metering systems in critical operational areas, enabling detailed analysis of water consumption patterns and the identification of waste sources. Based on the insights generated, a series of practical water management solutions were implemented, including water recycling systems for production processes such as cooling systems for the R240 and R245 lines, vacuum pumps, cutting equipment, and the reuse of rejected water from reverse osmosis (RO) systems. In addition, advanced and customized nozzles and spraying systems were introduced in high-consumption areas, including cooling showers and thawing rooms, to ensure precise and efficient water use.



To sustain performance, a daily monitoring system was established to track consumption trends, visualize usage patterns, and detect anomalies such as leaks or excessive consumption, enabling rapid corrective action.

These efforts delivered measurable environmental and financial benefits. Total water consumption in 2024 decreased by 21% compared to 2023, while efficiency improved significantly, with water use per ton of production reduced by 803 litres. With annual production reaching approximately 10,000 tons, the improved efficiency generated estimated annual savings of USD 100,000.

This initiative demonstrates how data-driven management and operational innovation can reduce environmental impact while delivering tangible business value.

### **Reema Hygienic Paper Company engineering innovation eliminates waste and boosts production efficiency**

A targeted operational improvement initiative addressed a persistent production challenge caused by the continuous accumulation of dust particles along the production line. The buildup was leading to multiple operational and quality issues, including frequent line stoppages of 100 – 120 minutes per shift, equivalent to approximately 25% of working time. Each restart resulted in additional raw material (paper) waste, reduced efficiency, and lost production capacity.

Dust contamination also affected the glue system, reducing viscosity and clogging pipes. This led to the disposal of approximately 19 kg of glue per day, representing 22% of daily glue consumption, and compromised product adhesion quality, requiring frequent glue replacement to maintain performance.



To address the issue, the technical team implemented an engineering solution within one month by installing a Doctor Blade system with Surface Distribution Control, integrated directly into the machine. This solution effectively prevented dust accumulation and stabilized the gluing process.

The intervention delivered significant operational, environmental, and financial benefits:

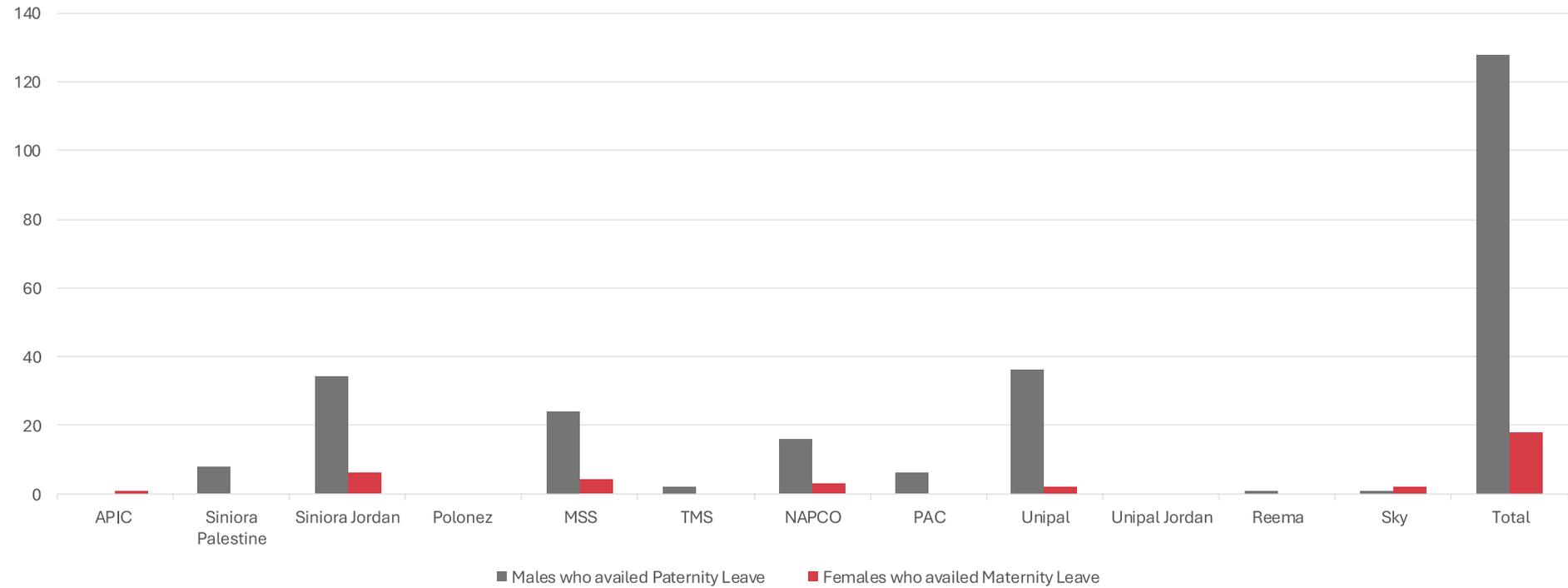
- Glue waste was reduced to nearly zero, saving approximately 4,700kg annually, saving 22% of annual glue consumption, equivalent to USD 14,000
- Reduction in startup paper waste
- Improved product quality and bonding performance
- Reduced maintenance-related stoppages saving 100 – 120 minutes per shift, increasing available production time by 25%
- Overall production capacity increased by 17%
- Output increased from 1,758,351 kg of product using 21,844 kg of glue to 2,110,700 kg using only 17,076 kg of glue, increasing glue use efficiency by 54%.

This initiative demonstrates how focused engineering solutions can simultaneously reduce material waste, improve quality, enhance operational efficiency, and deliver measurable cost savings, supporting both productivity and sustainability objectives.

Scan the code to access the  
video of the initiative

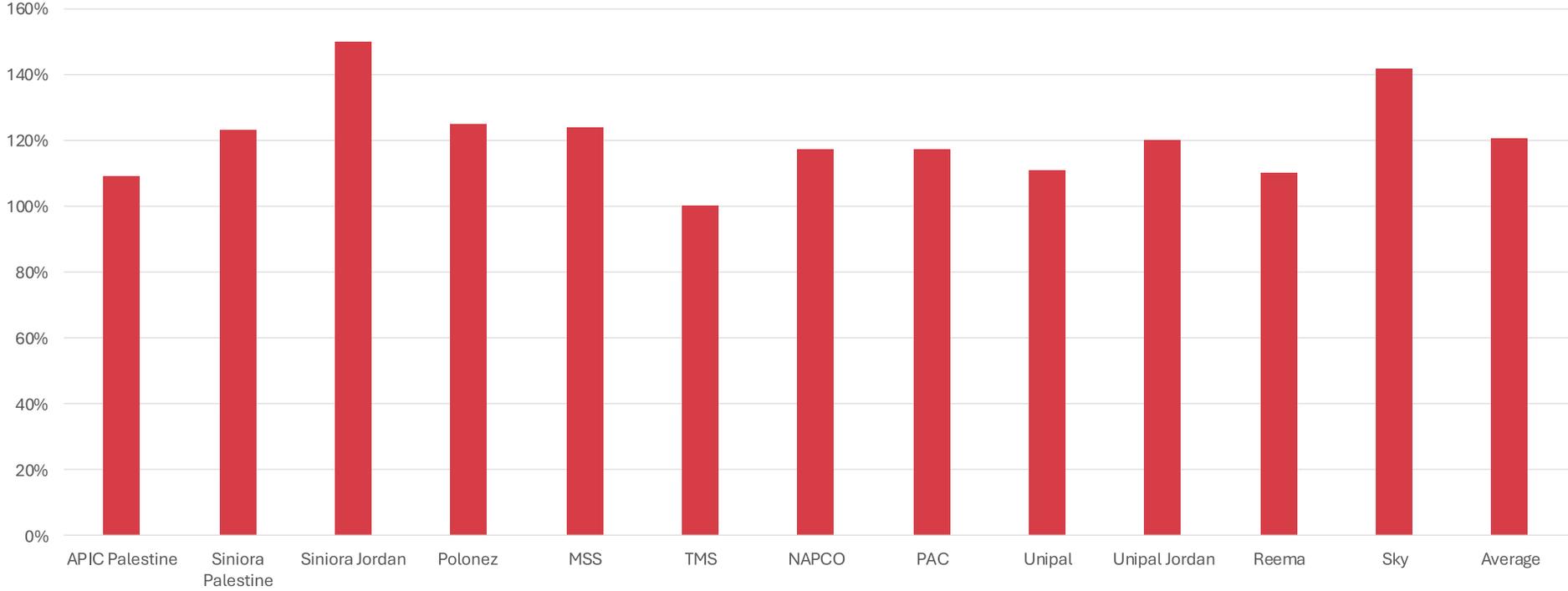


### Number of employees who took paternity and maternity leave by gender



### Ratios of standard entry level wage by gender compared to local minimum wage

46 |



# NON-EMPLOYEES AND NON-GUARANTEED HOURS

Due to the nature of the sectors APIC Group works in, individuals who are not formal employees of the company are hired as needed. While they may not be on the formal payroll, their interactions and relationships with the companies are integral to its functioning and success.

The management of relationships with non-employees is crucial for maintaining a positive and productive organizational ecosystem. Effective communication, transparency, and collaboration with this diverse group contribute to the overall success and sustainability of the business. Recognizing the importance of non-employees underscores a holistic approach to organizational dynamics, acknowledging that success extends beyond the boundaries of formal employment relationships.

Number of non-employees and non-guaranteed hours

17



237



# WELLBEING INITIATIVES

## Internal Communication Platform:

APIC Group has a comprehensive platform designed to enhance engagement across all levels that integrates six key dimensions: communication, empowerment, motivation, wellbeing, alignment, and mastery. It is inclusive and enables every employee, including labour-level employees who do not utilise company emails, to engage using their company identification number, and is available in all languages spoken by APIC Group employees.

48 |

The platform's role in enhancing awareness is particularly impactful. By serving as a central hub for information dissemination, it keeps every employee well-informed about developments not only within their immediate work environment but also across sister companies within the APIC Group. This ensures that every team member is connected to the broader organizational landscape, fostering a sense of unity and shared purpose.

The positive outcome of this approach is a unified, engaged, and informed workforce. Employees, regardless of their role or level within the companies, are equipped with the knowledge and context needed to contribute effectively towards common goals. This unified workforce not only enhances collaboration and innovation but also strengthens the overall organizational culture. APIC Group's commitment to creating a platform that goes beyond traditional communication channels underscores its dedication to building a cohesive and empowered workforce, ultimately driving the organization towards collective success and achievement of shared objectives.

**Wellbeing Surveys:**

Additionally, APIC Group prioritizes the holistic well-being of its workforce through the implementation of periodic well-being surveys. These surveys serve as instrumental tools in assessing and addressing the various facets of employee well-being, encompassing physical, mental, and emotional dimensions. Conducted at regular intervals, these surveys are designed to gauge the overall satisfaction, engagement, and health of employees within the companies.

The well-being surveys at APIC Group cover a diverse range of topics, including work-life balance, job satisfaction, stress levels, access to resources, and support systems. Employees are encouraged to provide candid feedback, enabling the company to gain valuable insights into the factors that contribute to a positive and thriving workplace environment.

### Employee Voice Shapes the Revision of the Employee Manual and Code of Conduct

In preparation for the revision of its Employee Manual and Code of Conduct, APIC launched a Group-wide employee survey to gather direct feedback and ensure that the updated policies reflect the realities, needs, and expectations of its workforce.

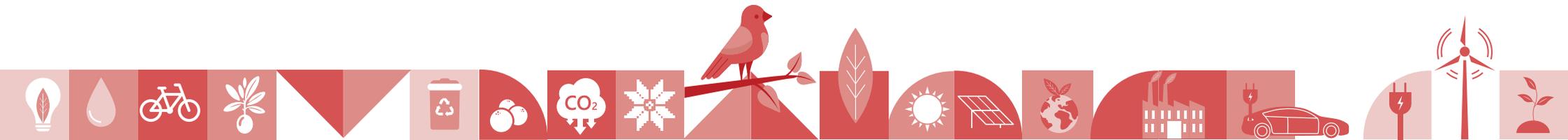
The survey aimed to assess employees' understanding of existing policies, identify areas that require clarification or improvement, and capture suggestions on topics such as workplace conduct, communication, grievance mechanisms, leave provisions, and employee rights and responsibilities.

The initiative reflects APIC's commitment to a participatory and inclusive approach to governance, recognizing that effective policies must be practical, clear, and responsive to employee needs. The feedback collected provided valuable insights into areas where language could be simplified, processes streamlined, and awareness strengthened through improved communication and training.

The results of the survey are being used to inform the revision of the Manual and Code of Conduct, with a focus on enhancing transparency, reinforcing ethical standards, and aligning policies with best practices and applicable regulatory and international requirements.

### Wellbeing support:

APIC Group is at the forefront of championing employee well-being with its innovative and confidential Mental Wellbeing Therapy. Recognizing the evolving needs of its workforce, APIC Group has implemented an anonymous and accessible online platform that allows employees to seamlessly book confidential therapy sessions after regular working hours. 117 sessions took place in 2025, consisting of 35% male and 65% female employees.



# TRAINING

Capacity building has always been a top priority at APIC Group, reflecting a steadfast commitment to continuous improvement and growth. The company recognizes that an empowered and skilled workforce is essential for navigating the dynamic business landscape and staying at the forefront of industry developments. As part of this commitment, APIC Group invests extensively in initiatives designed to enhance the knowledge, skills, and capabilities of its employees.

## **Virtual Learning Platform:**

### **Coursera:**

Access to a wide selection of internationally accredited courses and Professional Certificates from leading companies and universities in technical, professional, digital, and leadership skills.

### **COOCs (Corporate Online Open Courses):**

Internal training modules focused on company policies, ethics, governance, compliance, and wellbeing.

## **KnowBe4 Platform:**

### **Cybersecurity Awareness Training:**

Enhancing employees' ability to identify and prevent cyber threats.

### **Compliance Training:**

Supporting awareness of ethical and compliance concepts.

### **Company-Led Trainings:**

Training programs organized by subsidiaries based on operational needs, technical requirements, safety, quality, and business priorities.

### **Employee-Driven Training:**

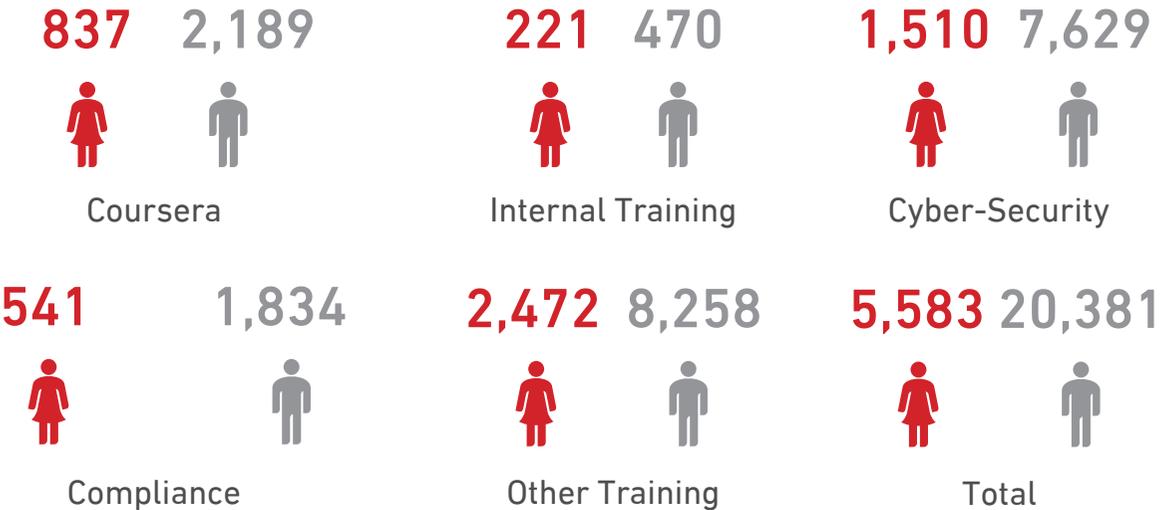
Opportunities for employees to request external courses, certifications, or professional development programs in line with the company's Training Policy and individual development plans.

Furthermore, APIC Group fosters a learning culture that encourages employees to pursue continuous education and skill enhancement. The company provides additional support for further education, certifications, and skill-building courses to empower employees to reach their full potential. This commitment to capacity building extends to all functions and departments, creating a workforce that is adaptable, innovative, and capable of driving the company's success.



The outcomes of this dedicated approach to capacity building are evident in the enriched expertise of employees, improved job performance, and a collective sense of empowerment. APIC Group's emphasis on continuous learning and skill development not only benefits individual career trajectories but also contributes to the overall resilience and competitiveness of the companies in the ever-evolving business landscape.

Training hours





## Launching COOCs: Strengthening Awareness through Internal Corporate Training

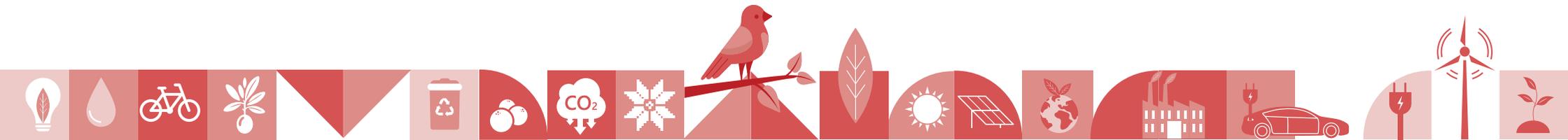
In 2025, APIC introduced a new internal corporate training program - COOCs (Corporate Online Open Courses) – internally developed training materials tailor made to cover APIC’s internal policies and aiming to strengthen employee awareness and reinforce a culture of ethics, respect, and accountability across the Group.

The COOCs trainings utilise the existing learning management platform to provide accessible, standardized training for employees across all subsidiaries and operational levels, ensuring consistent understanding of key policies and expected behaviours. The first training modules focused on priority areas critical to employee wellbeing and organizational integrity:

- Prevention of Harassment, Violence, and Abuse Policy, promoting a respectful workplace and zero tolerance for misconduct.
- Anti-Corruption Policy, reinforcing ethical business practices, conflict of interest awareness, and compliance requirements.
- Whistleblowing Policy, raising awareness of confidential reporting channels and protections against retaliation.

Delivered through a flexible online format, COOCs enable employees to complete training at their convenience while allowing the company to track participation and completion rates. The program also supports continuous learning through periodic updates and refresher modules as policies evolve.

The introduction of COOCs represents an important step in embedding APIC’s values into daily practice, strengthening risk prevention, enhancing policy awareness, and ensuring that employees across the Group are equipped to uphold the highest standards of integrity and professional conduct.



# HEALTH AND SAFETY

At APIC Group, the health and safety of our workforce are paramount, and we prioritize a comprehensive approach to occupational health and safety (OHS) practices. Our commitment spans various crucial aspects, emphasizing hazard identification, risk assessment, incident investigation, and proactive measures to safeguard the well-being of our employees, in line with ISO 45001, in which most of our subsidiaries are certified.

## **Hazard Identification, Risk Assessment, and Incident Investigation:**

We maintain rigorous processes for identifying potential hazards, conducting thorough risk assessments, and promptly investigating incidents. By systematically analysing our work environment, operations, and processes, we ensure that potential risks are identified and mitigated to create a safer workplace.

56 |

## **Occupational Health Services:**

To support the well-being of our employees who may be exposed to health risks, APIC Group provides comprehensive occupational health services. This includes regular health check-ups, wellness programs, and access to medical professionals who specialize in occupational health. These services contribute to the early detection of health issues and the promotion of overall well-being among our workforce.

## **Worker Participation, Consultation, and Communication on Occupational Health and Safety:**

We actively involve our employees in the decision-making process regarding health and safety. Through the formation of employee health and safety committees that perform regular consultations, have open communication channels, and inclusive participation, we ensure that employees contribute to the development and improvement of OHS policies and procedures.

### **Worker Training on Occupational Health and Safety:**

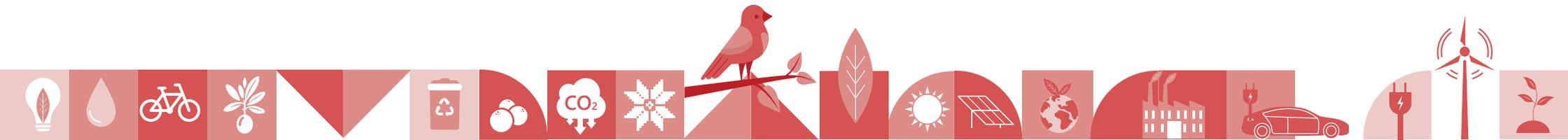
Continuous learning is integral to our OHS strategy. APIC Group invests in comprehensive training programs to equip employees with the knowledge and skills necessary for maintaining a safe work environment. This includes emergency response training, use of protective equipment, and awareness campaigns on potential workplace hazards.

### **Promotion of Worker Health:**

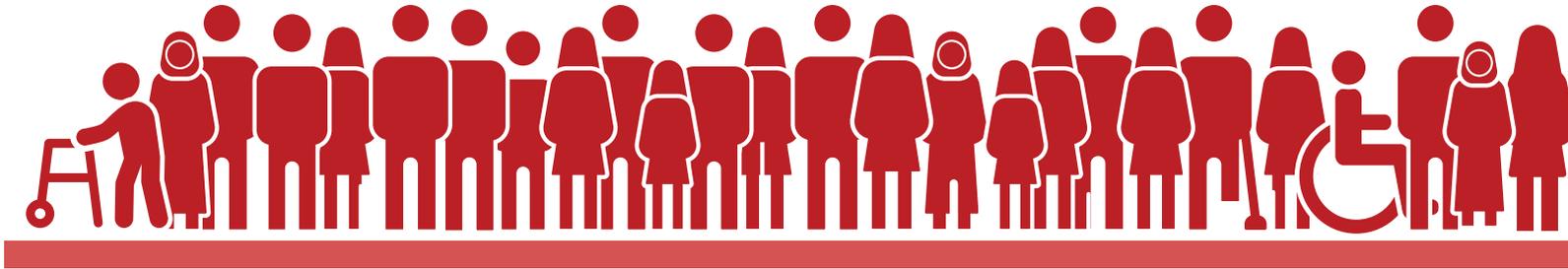
Beyond risk prevention, we prioritize the holistic health of our workforce. Initiatives promoting physical and mental well-being, such as stress management workshops, and mental health resources, are integrated into our workplace culture.

### **Prevention and mitigation of Occupational Health and Safety impacts linked by business relationships:**

Recognizing our interconnected business relationships, APIC Group extends its commitment to OHS throughout the supply chain and for third parties such as consultants and contractors present in its locations. We work collaboratively with business partners, suppliers, and contractors to ensure that shared OHS standards are maintained, promoting a collective responsibility for the health and safety of all individuals involved in our operations.

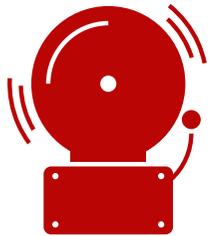


Workers covered by an occupational health and safety management system: 100% of workers

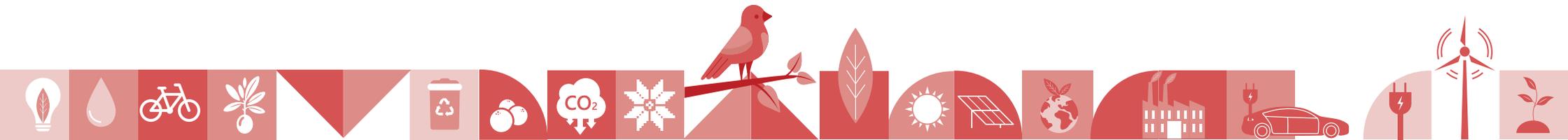


58 |

Safety drills



<b>0</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>
APIC	Siniora Palestine	Siniora Jordan	Polonez	MSS	TMS	NAPCO
<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>13</b>	
PAC	Unipal	Unipal Jordan	Reema	Sky	Total	



## Health and Safety Trainings in 2025

In collaboration with the Ministry of Labor, **Reema Hygienic Paper Company** organized a dedicated orientation session for all newly hired employees, focusing on occupational health and safety and injury prevention.

The session aimed to build early awareness of workplace hazards, reinforce safe work practices, and ensure that new employees understand their roles and responsibilities in maintaining a safe working environment. By introducing safety principles at the start of employment, the initiative helps reduce risks, prevent incidents, and promote a strong safety culture across operations.

This collaboration reflects Reema's commitment to aligning with national labour standards and ensuring that employee safety remains a priority from the first day on the job.

**Siniora Food Industries Company Jordan** organized a health awareness event in collaboration with the National Nutrition Center and Al-Iman Drug Store, during which employees underwent blood sugar and blood pressure screenings, as well as nutritional assessments and body composition analysis.

This initiative helped employees better understand their health status and take preventive steps to maintain their wellbeing. It reflects the company's commitment to preventive healthcare and employee wellbeing

Additionally, an awareness lecture on the health risks of smoking was delivered in collaboration with the King Hussein Cancer Center, highlighting the negative health impacts of smoking and its effect on quality of life and work performance. The session also presented smoking cessation methods and the support services available through the center.



# DIVERSITY AND INCLUSION

## Persons with Disabilities:

APIC Group is committed to fostering an inclusive and diverse workplace, and this commitment extends to the incorporation of Persons with Disabilities (PwDs) in the organization's workforce. Recognizing the unique skills, talents, and perspectives that individuals with disabilities bring to the table, APIC Group strives to create an environment where everyone, regardless of ability, can thrive and contribute meaningfully to the company's success.

60 |

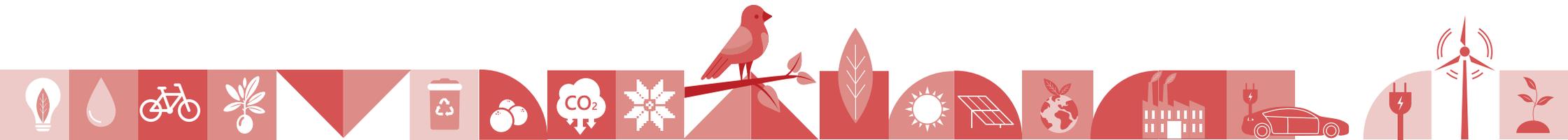
06



22



Employees with Disabilities



### **Women's Empowerment Principles:**

Women's Empowerment Principles (WEPs) are a set of Principles offering guidance to business on how to advance gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Women and UN Global Compact, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment. APIC proudly stands among the first 15 Palestinian companies to sign the [WEPs](#) back in 2021. This commitment not only showcases our leadership in promoting gender equality but also reflects our dedication to creating an inclusive and empowering workplace environment.

### **Data disaggregation by gender and age:**

APIC Group's commitment to women's empowerment is exemplified by the incorporation of data disaggregation by gender and age in all its data. Recognizing the importance of inclusivity and diversity, APIC Group has embraced a strategic approach to dissecting data based on gender and age categories. This intentional disaggregation allows the companies to gain nuanced insights into the unique experiences and challenges faced by different demographic groups within the workforce.

By meticulously examining data through the lenses of gender and age, APIC Group aims to foster a workplace environment that is not only inclusive but also responsive to the distinct needs of employees at various life stages and across diverse gender identities. This commitment aligns with the Group's broader goals outlined in its Environmental, Social, and Governance Policy, ensuring that social considerations are embedded in decision-making processes and initiatives.

## Women's Empowerment Initiative:

APIC Group's unwavering commitment to women's empowerment is exemplified through the establishment of the Women's Empowerment Initiative, under the guidance of the Sustainable Development and Social Responsibility Committee on the Board of Directors and steered by the Gender Taskforce. This taskforce is entrusted with driving transformative change within the companies, working towards ambitious goals that underscore APIC Group's commitment to fostering an inclusive and supportive workplace.

One of the key objectives set by the Gender Taskforce is to ensure that women constitute 30% of the workforce by the year 2030. This ambitious target reflects APIC Group's dedication to achieving a balanced and diverse representation, acknowledging the invaluable contributions of women in various roles and sectors.

The initiative also prioritizes supporting a whole-life balance for women within the companies. Recognizing the multifaceted responsibilities that individuals, especially mothers, often juggle, APIC Group is committed to implementing policies and practices that facilitate a harmonious integration of professional and personal life.

Engaging women in decision-making processes is another critical aspect of the initiative. APIC Group believes in creating a culture where diverse perspectives are embraced, and women actively contribute to shaping the APIC Group's strategies and direction. By fostering an inclusive decision-making environment, the company aims to harness the collective intelligence and creativity of its diverse workforce. This is reflected by the number of female members on the Board of Directors reaching 30%, and marked by an annual event where all women employees have the chance to engage with APIC Group's CEO and Gender Taskforce.



### Meet the CEO: Empowering Women Across the Group

On 26 March 2025, APIC held its annual “Meet the CEO” event dedicated to female employees across the Group, reaffirming its commitment to women’s empowerment, inclusion, and open dialogue with leadership.

The virtual session brought together female employees from all subsidiaries, along with General Managers and HR representatives, providing a platform to discuss career development, workplace challenges, and opportunities for women across the organization.

During the session, APIC’s CEO Mr. Tarek Aggad, emphasized that International Women’s Day is not only about celebration, but about driving meaningful change. In this context, he announced a new policy aimed at strengthening work–life balance: mothers with children under the age of six will be granted flexible early departure throughout the year, rather than only during the winter months. The announcement recognized that working motherhood carries significant responsibilities and reaffirmed the company’s commitment to supporting women consistently - not seasonally, but every day.

The event also featured an inspiring address by Ms. Maysa Baransi, Chair of the Sustainability, Development and Social Responsibility (SDSR) Committee, who spoke about the importance of women’s empowerment and the critical role women play in strengthening organizations, driving innovation, and contributing to sustainable growth.

The annual Meet the CEO initiative reflects APIC’s ongoing efforts to foster an inclusive workplace culture, strengthen leadership accessibility, and advance opportunities for women across the Group.



## Promoting Women's Health through Breast Cancer Awareness and Early Detection

**Medical Supplies and Services Company**, in collaboration with APIC and Al-Makassed Hospital, organized a Breast Health Early Detection Campaign at its headquarters, reaffirming its commitment to employee wellbeing and preventive healthcare.

The initiative provided female employees at MSS and sister companies located in the area, with access to professional screenings and medical consultations, along with educational sessions on breast health, risk factors, and the importance of regular self-examination and early detection. The campaign aimed to encourage women to take proactive steps toward protecting their health and reducing long-term risks.



64 |

**The National Aluminium and Profile Company** organized breast cancer screening examinations for female employees as part of its preventive healthcare programs, underscoring the importance of early detection in protecting women's health and enhancing quality of life.

In addition, comprehensive and enhanced medical examinations were conducted beyond the requirements of labor law, including hearing tests, physical examinations, radiology, CT scans, and other tests as required by the nature of work.

**Reema Hygienic Paper Company** organized an awareness session in collaboration with the Danya Women's Cancer Centre, reaffirming its commitment to employee wellbeing and preventive healthcare.

The session was dedicated to female employees and focused on increasing awareness of the importance of early detection, prevention practices, and regular screening, while providing practical guidance on maintaining women's health and recognizing early warning signs.



As part of its commitment to employee wellbeing and community health, **Siniora Food Industries Company Palestine** actively participated in Pink October, the global breast cancer awareness campaign, to promote early detection and encourage preventive care.

Siniora organized a series of awareness activities aimed at educating female employees about the importance of regular screening, early detection, and adopting healthy lifestyle practices. The initiative included educational sessions delivered by healthcare professionals, the distribution of informational materials on breast health, and internal communication campaigns to reinforce key awareness messages.



**Siniora Food Industries Company Jordan** organized a dedicated breast cancer awareness session to educate employees on the importance of early detection and proactive health practices.

The session was delivered by healthcare professionals and provided participants with essential information on breast cancer risk factors, prevention methods, early warning signs, and recommended screening procedures. The initiative aimed to empower employees with practical knowledge that supports early diagnosis, which significantly improves treatment outcomes and recovery rates.

**Unipal General Trading Company Palestine** collaborated with the Dunya Women's Cancer Center to deliver educational awareness sessions focused on the importance of early detection of breast cancer, prevention practices, and regular screening to its female employees.

Reema Hygienic Paper Company  
Production Line



# CUSTOMER HEALTH AND SAFETY

## Health and safety impacts of products and services

The health and safety impacts of products and services are paramount considerations for APIC Group, and are managed with utmost care.

### Consumer Protection Regulations:

Governments around the world have implemented stringent regulations to ensure the safety of products and services. These regulations govern various aspects such as manufacturing processes, ingredient disclosure, labelling requirements, and product testing. Compliance with these regulations is essential for businesses to operate legally and to safeguard consumers from potential harm.

### Food Safety:

The food industry is subject to rigorous safety standards to prevent contamination, foodborne illnesses, and allergic reactions. From farm to table, each stage of food production, processing, packaging, and distribution is closely monitored to uphold safety standards. Regular inspections, quality control measures, and traceability systems are implemented to identify and mitigate risks to public health.

### **Pharmaceuticals and Healthcare Products:**

Pharmaceuticals and healthcare products undergo extensive testing and clinical trials to ensure efficacy and safety before they reach the market. Adverse effects and interactions with other medications are thoroughly researched and documented to provide healthcare professionals and consumers with accurate information for informed decision-making.

### **Environmental Impact:**

APIC Group monitors the production and disposal of products and services that can have environmental consequences, as in turn may impact human health. For example, APIC Group manages certain chemicals in manufacturing processes and the disposal of electronic waste through proper certified third-parties, to avoid the pollution of air, water, and soil, which pose health risks to both humans and ecosystems.

68 |

### **Product Innovation and Design:**

APIC Group reviews products and services with safety in mind, this is essential for preventing accidents and minimizing risks to consumers. Innovations such as childproof packaging, ergonomic design features, and built-in safety mechanisms significantly reduce the likelihood of injuries and adverse health effects.

### **Consumer Awareness and Education:**

APIC Group empowers consumers with knowledge about the health and safety implications of products and services enables them to make informed choices. Education campaigns, product labelling, and access to reliable information play crucial roles in raising awareness about potential risks and promoting responsible consumption.

## **Supply Chains:**

In an interconnected global economy, products and services often traverse complex supply chains involving multiple countries and jurisdictions. APIC Group ensures consistent safety standards throughout these supply chains is essential for preventing the importation of unsafe products and maintaining consumer confidence in global trade.

In conclusion, the health and safety impacts of products and services are multifaceted and require a comprehensive approach involving government regulation, industry standards, consumer awareness, and corporate responsibility. By prioritizing safety at every stage of the product lifecycle, we can minimize risks, protect public health, and build a safer and more sustainable future for all.

## **Requirements for product and service information and labelling**

Product and service information and labelling play a crucial role in ensuring consumer safety, facilitating informed purchasing decisions, and promoting transparency in the marketplace. Governments and regulatory bodies around the world have established requirements and guidelines to standardize the information provided to consumers. In addition to our key requirements for product and service information and labelling such as ingredient disclosure, nutritional information, safety warnings, usage instructions, expiration dates and shelf life, country of origin, environmental impact, language, regulatory compliance, and truthful and non-misleading claims.



NKV-550  
NIHON KOHDEN

**Criteria for product selection:**

These criteria work to prioritise products that have sustainability responsiveness, such as eco-friendly packaging solutions that eliminate non-organic materials and plastics, integrating energy-efficient machinery in production, high-energy-rated products with minimal environmental impact; and also include prioritising products that use ethically sourced materials, such as products are made from organic, biodegradable, fair-trade, or recycled materials. Additionally, prioritising socially responsible brands that champion social equity and community development.

**Criteria for Marketing:**

These criteria reinforce existing standard procedures to ensure transparency and honesty, prioritising the promotion of sustainable products and marketing campaigns that promote sustainable practices; ethical targeting such as never marketing to minors, marketing high-end products to low-income populations, or exploiting fears related to illness or health crises, and ensuring that marketing messages are appropriate and respectful, fostering inclusivity and diversity, without any gender or disability stereotypes; gender-neutral marketing respecting that both genders must be depicted in varied roles – whether in professional settings, domestic scenarios, or recreational activities; minimizing environmental impact by using sustainable materials and practices for all marketing, including print materials and promotional items (e.g., recycled paper, biodegradable packaging) and utilising digital platforms to reduce paper use and carbon emissions associated with traditional marketing methods; and engagement and education of consumers and encouraging customer feedback.

**Criteria for Labelling:**

These criteria reinforce existing standard procedures to ensure transparency and accuracy; strive to add environmental labels where information is available including certifications, energy efficiency, recyclability, and carbon footprint; highlight initiatives that APIC Group supports to engage with consumers in ways that foster social responsibility, such as charitable partnerships; prioritising the use of sustainable materials and practices for all labelling, such as labels from recycled paper or biodegradable materials and use non-toxic glue and ink; and using labels as a platform for educating consumers about sustainability and responsible consumption where possible, such as including tips for recycling, reusing, or properly disposing of the product.

## Criteria for Packaging:

These criteria for material options and sourcing include prioritising the simplifying and improving of designs to minimise use of materials, eliminating secondary packaging, use of recycled and recyclable materials, and encouraging multi-use and reusability.

### Siniora Food Industries Company Strengthens Consumer Safety through Food Allergen Awareness

As part of its ongoing commitment to environmental, social, and governance principles, the company conducted a specialized training session on Food Allergens on, with the participation of employees from multiple departments.

The session focused on increasing awareness of common food allergens, reinforcing proper prevention and handling practices within manufacturing environments, and highlighting the critical role of allergen management in ensuring product safety and protecting consumers.

By enhancing employee knowledge and operational controls, this initiative supports compliance with international food safety standards, strengthens internal risk management, and contributes to safeguarding public health. It also reflects the company's broader commitment to fostering a responsible workplace culture where quality, safety, and consumer wellbeing remain top priorities.



Complementing this effort, the Quality Department participated in a specialized Food Safety Workshop aligned with FSSC 22000 Version 6. The session focused on key risk management areas, including food defence, food fraud prevention, and environmental monitoring. Participants received training on internationally recognized risk assessment frameworks such as TACCP (Threat Assessment and Critical Control Points) and VACCP (Vulnerability Assessment and Critical Control Points), along with best practices for supply chain transparency and contamination risk management.

### Unipal General Trading Company Palestine Awarded ISP 22000 for Food Safety and Environmental Protection

Through the implementation and ongoing maintenance of its ISO 22000 Food Safety Management System, the company is strengthening both food safety performance and environmental responsibility across its operations.

As part of this integrated approach, comprehensive waste management protocols have been established across warehouses and storage areas. These procedures define clear requirements for the collection, segregation, temporary storage, and final disposal of waste, ensuring that materials are handled safely and efficiently at every stage.

The system is designed to prevent cross-contamination and environmental pollution, safeguarding product integrity while minimizing the risk of negative impacts on surrounding areas. In addition, Unipal Palestine ensures full compliance with local environmental regulations and conducts regular monitoring and evaluation of external waste disposal service providers to verify proper handling and disposal practices.



### Security and Privacy

Recognizing the critical importance of protecting sensitive information in today's interconnected world, APIC Group implements comprehensive security and privacy measures to safeguard customer data and maintain trust. Here's an overview of APIC Group's approach to customer security and privacy:

**Robust Encryption:**

APIC Group utilises state-of-the-art encryption techniques to secure data both in transit and at rest. This ensures that sensitive information remains protected from unauthorized access or interception.

**Secure Access Controls:**

Access to customer data within APIC Group's systems is strictly controlled and monitored. Role-based access controls and multi-factor authentication mechanisms are implemented to ensure that only authorized personnel can access sensitive information.

**Regular Security Audits:**

APIC Group conducts regular security audits and assessments to identify vulnerabilities and address potential threats promptly. This proactive approach helps to maintain the integrity and resilience of its systems and infrastructure.

**Incident Response Plan:**

In the event of a security breach or incident, APIC Group has a robust incident response plan in place. This includes clear procedures for detection, containment, investigation, and recovery to minimize the impact on customers and mitigate further risks.

**Employee Training and Awareness:**

APIC Group prioritizes employee training and awareness programs to educate staff about security best practices and the importance of safeguarding customer data. Employees receive periodic training utilising a virtual platform, which offers interactive modules covering a wide range of topics including cybersecurity best practices, data privacy regulations, incident response protocols, and emerging threats in the digital landscape. This virtual training platform allows employees to access training materials at their convenience within a given timeframe, track their progress, and engage in interactive exercises and simulations to reinforce learning.

objectives. This ensures that all employees understand their role in maintaining security and are equipped to recognize and respond to potential security threats.

**Data Privacy:**

APIC Group complies with relevant data protection regulations, to ensure the lawful and ethical handling of customer data. This includes requirements related to data protection, privacy rights, and breach notification. APIC Group also maintains adheres to the principle of data minimization, collecting only the minimum amount of personal information necessary to provide its services. This helps to mitigate privacy risks and ensures that customer data is handled responsibly.

**Strengthening Digital Resilience at APIC Group**

**APIC Establishes Cybersecurity Department and Achieves ISO 27001 Certification**

In 2025, APIC took a major step to enhance its digital security and governance by establishing a dedicated Cybersecurity Department, reinforcing the Group's commitment to protecting its information assets, operational continuity, and stakeholder trust.

As part of this initiative, APIC implemented a comprehensive Information Security Management System aligned with international best practices. Within the same year, the department successfully achieved ISO 27001:2022 certification, the globally recognized standard for information security management.



The certification reflects APIC's structured approach to identifying and managing cybersecurity risks, strengthening data protection controls, enhancing incident response capabilities, and promoting a culture of information security across the organization.

This milestone supports APIC's broader governance and risk management framework, ensuring the confidentiality, integrity, and availability of critical information systems while enhancing resilience against evolving cyber threats.

By investing in robust cybersecurity infrastructure and achieving international certification, APIC continues to strengthen its operational reliability, regulatory compliance, and readiness for digital growth in an increasingly connected business environment.

### **Medical Supplies and Services Awarded ISO certification for Information Security Management and Invests in Building a Security-Conscious Culture**

In 2025, MSS achieved the ISO/IEC 27001:2022 international certification for Information Security Management and focused on strengthening its information security framework by investing in a comprehensive program to build a security-conscious organizational culture—recognizing that effective cybersecurity depends not only on technology, but also on informed and vigilant employees.

MSS implemented a year-round employee awareness program to strengthen risk prevention and responsible digital behaviour. This included regular information security awareness training sessions for all employees, as well as specialized workshops delivered by external experts covering:

- Safe and responsible use of social media
- Best practices for protecting personal and corporate data
- Secure use of financial platforms and protection of payment information
- Identification of phishing attempts, malicious websites, and social engineering risks

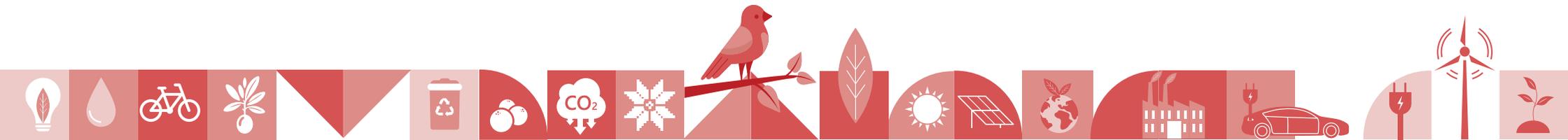
**Recognizing the growing role of emerging technologies, MSS also organized dedicated expert-led workshops on the secure and responsible use of Artificial Intelligence (AI). These sessions addressed:**

- Practical business applications of AI to enhance productivity and decision-making
- Potential risks, limitations, and ethical considerations
- Data privacy, confidentiality, and compliance requirements when using AI tools
- Best practices for responsible and secure AI use in the workplace

Through these initiatives, MSS ensures that employees are not only protected by robust technical systems, but are also aware, vigilant, and equipped to make responsible decisions when handling information and digital tools—strengthening the company’s overall resilience and governance.

### **Unipal General Trading Company Palestine achieves ISO certification for Information Security Management**

In 2025, Unipal achieved the ISO 27001 certification, the international standard for information security management. This certification ensures robust protection of sensitive data, transparent operational controls, and disciplined risk management practices. By implementing comprehensive information security protocols, Unipal Palestine enhances stakeholder trust, demonstrate accountability to our stakeholders.



# ECONOMY

APIC Group plays a significant role in contributing to indirect economic impacts that are essential for economic development and employment generation. In addition to its direct economic impact, which includes market expansion, improved services, and local production, there is also substantial income for suppliers, employees, and shareholders, as well as tax payments to the government, APIC Group also contributes to indirect economic benefits through infrastructure investments and the support of essential services.

As APIC Group continues to grow, its expansion leads to indirect contributions to the economy, impacting various sectors and stakeholders beyond its immediate operations. These indirect contributions play a significant role in driving economic growth, fostering innovation, and creating opportunities for sustainable development. Here's how APIC Group's expansion contributes indirectly to the economy:

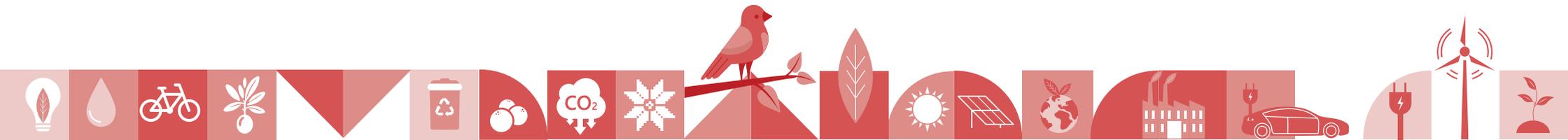
78 |

## Supply Chain Stimulus:

As APIC Group expands its operations, it increases demand for goods and services across its supply chain. This includes suppliers of raw materials, components, equipment, and services necessary for its business activities. The increased demand stimulates economic activity upstream, leading to higher production levels, job creation, and revenue generation for suppliers and their employees.

## Local Procurement and Support for Small Businesses:

APIC Group's expansion often involves local procurement initiatives, whereby it seeks to source goods and services from local suppliers and small businesses. In 2023, APIC Group also committed to prioritising women owned and women led businesses. By supporting local enterprises, APIC Group contributes to the growth of the local economy, strengthens supply chains, and fosters entrepreneurship. This, in turn, leads to increased employment opportunities, income generation, and economic resilience within the community.



**Infrastructure Development:**

APIC Group's expansion necessitates investments in infrastructure such as office buildings, manufacturing facilities, distribution centres, and transportation networks. These infrastructure projects create jobs during construction and ongoing operation, support related industries such as construction and engineering, and enhance the overall business environment. Improved infrastructure also attracts further investment and spurs economic development in the surrounding areas.

**Knowledge and Technology Transfer:**

As APIC Group expands into new markets or invests in research and development initiatives, it facilitates knowledge and technology transfer, benefiting local industries and academic institutions. Through partnerships, collaborations, and capacity-building programs, APIC Group shares expertise, best practices, and innovative technologies, driving innovation, skills development, and competitiveness in the broader economy.

**Economic Diversification:**

APIC Group's expansion contributes to economic diversification by creating opportunities in diverse sectors and industries. By investing in new markets, sectors, and technologies, APIC Group reduces dependency on traditional industries, promotes resilience to economic shocks, and fosters a more dynamic and inclusive economy. This diversification enhances long-term sustainability and prosperity for the economy as a whole.

**Corporate Social Responsibility (CSR):**

APIC Group invests heavily in initiatives that benefit local communities with priority for Persons with Disabilities, orphans and vulnerable families, health – including high priority for mental health, education, and women's empowerment. In line with APIC Group's CSR Policy, all requests for support are processed and go through a due diligence process ahead of approval, to ensure

that they are in line with APIC Group's priorities and identified needs for each community, as well as assess and evaluate the background, reputation, integrity, and financial viability of potential partners. This proactive approach allows APIC Group to make informed decisions, mitigate risks, and safeguard their social investments.

In 2025, APIC continues to invest in initiatives that create meaningful social impact and support the resilience of our communities. During the year, APIC's total contributions to corporate social responsibility (CSR) programs reached a value equivalent to 15% of net profit, reflecting our sustained dedication to social development despite a challenging operating environment.

Given the exceptional circumstances and the difficult humanitarian situation affecting our people, APIC prioritized maintaining its support to long-standing partners and strategic programs, ensuring continuity and stability for initiatives that depend on our commitment. Despite the many challenges and constraints imposed on the delivery of aid, a significant portion of our efforts was directed toward urgent humanitarian assistance in the Gaza Strip, focusing on addressing immediate needs and alleviating hardship.

80 |

Even in the face of these challenges, APIC continued to act with responsibility, solidarity, and purpose. We remain committed to strengthening our social impact, supporting recovery and resilience, and standing alongside our communities during times of crisis and beyond.

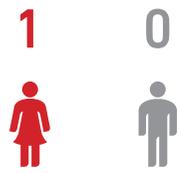
### **Internships for Skill Development:**

APIC Group's ActiveCSR programme offers internship opportunities for students and individuals seeking to develop practical skills. Employees share their knowledge and provide hands-on training to these interns, helping them gain valuable experience that will improve their career prospects.

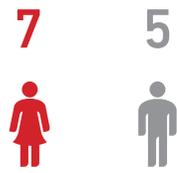
### **On-the-Job Coaching:**

Employees also volunteer as on-the-job coaches, guiding individuals in local businesses or non-profits. Through this mentorship, they share industry-specific knowledge, foster skill development, and help participants overcome challenges, ensuring that the workforce is prepared for success.

## Number of internships in 2025



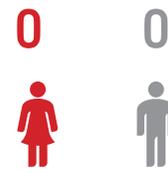
APIC



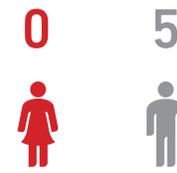
Siniora  
Palestine



Siniora  
Jordan



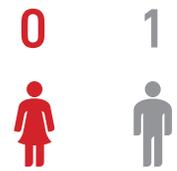
Polonez



MSS



TMS



NAPCO



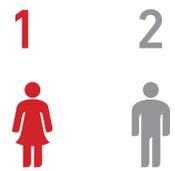
PAC



Unipal



Unipal  
Jordan



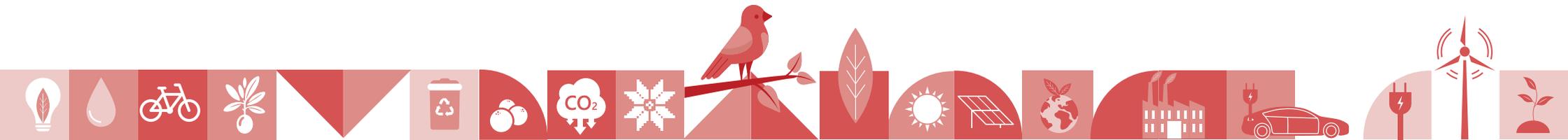
Reema



SKY



Total



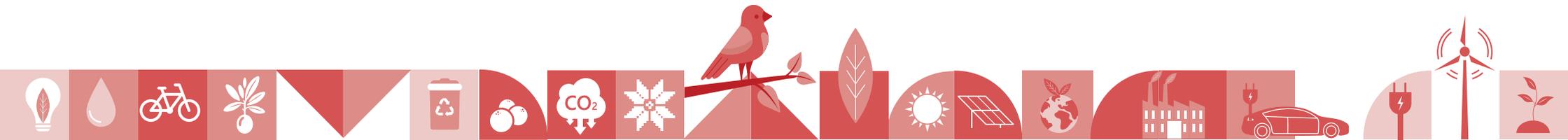
### **Training for Capacity Building:**

The ActiveCSR programme also focuses on training initiatives designed to build capacity within the community. APIC Group employees organize and conduct training sessions on a variety of subjects, from technical skills to soft skills, that empower individuals and groups to enhance their potential and contribute more effectively to society.

### **Community Development:**

At APIC Group, every new project is seen as an opportunity to positively impact the surrounding community by enhancing local infrastructure and contributing to long-term development. As part of our commitment to sustainable growth, we prioritize community development alongside business expansion, ensuring that new projects bring lasting benefits to the areas where we operate. Each project includes investments in surrounding infrastructure, such as improving roads, lighting, water systems, and public facilities. These enhancements not only support the project itself but also increase accessibility, safety, and convenience for residents and businesses in the area. As part of our commitment to responsible development, we integrate eco-friendly practices into new projects, ensuring that they align with environmental sustainability goals. This includes green spaces, tree planting, and sustainable building materials to create healthier, more liveable communities.

Through this initiative, APIC Group fosters a culture of social responsibility and community engagement, providing both employees and local communities with opportunities for growth and empowerment. The ActiveCSR programme not only benefits the individuals directly involved but also contributes to the overall development and sustainability of the community.



### **Siniora Food Industries Company Jordan Participates in Employee Health and Wellbeing Awareness Event**

Siniora Jordan participated in an event to showcase its experience in implementing an employee awareness lecture that addressed mental health, reproductive health, and general and occupational safety. The session was delivered in collaboration with the Jordan Chamber of Industry and the Royal Health Awareness Society, with Siniora Jordan being the first manufacturing facility to host this initiative.

This event emphasized the importance of enhancing cultural and health awareness among employees, improving workplace conditions, and promoting employee wellbeing. Participation in this event was a continuation of the initial awareness session conducted for employees, which covered key topics directly related to employee health and wellbeing, including mental health, reproductive health, and general and occupational safety.



### **Siniora Food Industries Company Jordan Hosts Nursing Students from Al-Zaytoonah University**

Siniora Jordan welcomed nursing students from Al-Zaytoonah University to introduce them to the medical unit, health screening follow-ups, occupational safety practices, and motivational initiatives such as the “Monthly Safety Award.”

This activity contributes to strengthening academic collaboration and promoting knowledge related to occupational health and safety.

## Siniora Food Industries Company Palestine Invests in Youth and Community Development

As part of its commitment to supporting education and youth development, Siniora Palestine marked the start of the academic year through initiatives aimed at encouraging learning and student engagement.

The company sponsored a children's sports tournament, promoting teamwork, healthy lifestyles, and positive social interaction.

Additionally, Siniora Palestine's Quality Team participated in a scientific lecture at Al-Quds University – Dual Studies Program, in cooperation with Al-Raed Industrial Machinery Company. Siniora was represented by Eng. Jassem Naddaf, Quality Manager, and Eng. Sara Al-Afghani, Quality Systems Officer.

The session highlighted the importance of integrating academic education with practical training to prepare qualified graduates for the labor market, while sharing professional experiences to encourage students to make the most of their training period, develop their skills, and build professional networks. Siniora extends its appreciation to Al-Quds University and the Dual Studies Program for this valuable opportunity.

Also, to strengthen engagement with the academic community and share practical expertise, the Sales Director and Marketing Director delivered an interactive lecture to students of the Faculty of Business at Birzeit University. The session highlighted Siniora's journey, key challenges in sales and marketing, and provided practical guidance to help students prepare for the labour market and translate academic knowledge into real-world practice.



### **Siniora Food Industries Company Jordan Organises Blood Donation Drive**

Siniora Jordan organized a voluntary blood donation campaign in collaboration with the National Blood Bank, utilizing a mobile blood donation unit to facilitate employee participation at the workplace.

The initiative encouraged employees to contribute to a lifesaving cause while promoting a culture of social responsibility and solidarity.

Through this initiative, Siniora Jordan reinforces its commitment to employee wellbeing, community support, and the promotion of humanitarian values within the workplace.

### **The Medical Supplies and Services Company Organises Blood Donation Drive for APIC Group Employees in Palestine**

MSS recognize the critical importance of supporting community health and therefore, organized a blood donation day for the second year in a row with the Palestinian Blood Bank Association, this has enabled APIC Group employees to contribute directly to saving people in need and addressing the urgent need for blood donations. The donation event successfully facilitated making available 28 units of blood. This initiative underscores MSS's commitment to improving public health and supporting community during times of need.

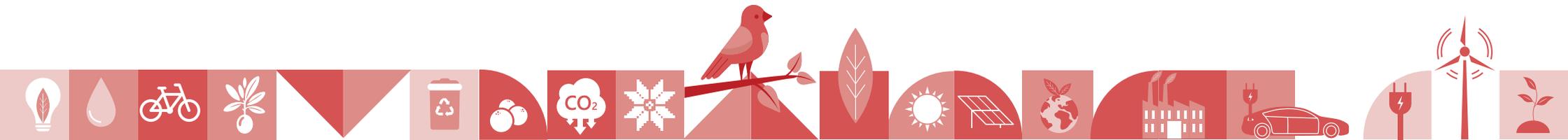
## The Medical Supplies and Services Company Supports Community Health at Diabetes Awareness Day

MSS participated in the Diabetes Awareness Medical Day organized by the Arab American University in collaboration with the Faculty of Nursing, medical faculties, and Al-Makassed Hospital, reaffirming its commitment to advancing community health and preventive care.

As part of its contribution, MSS established a dedicated medical station equipped with diabetes screening devices and essential medical supplies. The initiative targeted elderly community members and individuals at risk of diabetes, as well as patients living with Type 1 and Type 2 diabetes.

During the event, MSS's medical team conducted on-site health checks, distributed educational materials, and provided practical guidance on diabetes prevention, monitoring, and disease management. These efforts helped enhance the quality of services delivered throughout the day while increasing awareness of the importance of early detection and healthy lifestyle practices.

The initiative reflects MSS's ongoing commitment to supporting public health awareness, improving access to preventive services, and strengthening partnerships with academic and healthcare institutions to promote healthier communities.



### **Medical Supplies & Services Hosts Specialized Training in Advancing Diagnostic Capacity in Blood Coagulation**

MSS hosted an advanced training workshop on blood coagulation at its headquarters in Ramallah, reinforcing its commitment to strengthening clinical capabilities and supporting the healthcare sector with the latest diagnostic knowledge and technologies.

The workshop brought together laboratory specialists and technicians from the Palestinian Ministry of Health, as well as representatives from private hospitals and medical laboratories. The session focused on the clinical importance of coagulation testing for accurate diagnosis and patient management, while also presenting the latest technological developments and solutions from STAGO.

Participants received practical and technical insights into recent advancements in coagulation analysis, supporting improved laboratory performance, diagnostic accuracy, and quality of care.

## **The National Aluminium and Profile Company Supports Youth Employment and Career Readiness**

As part of its commitment to youth empowerment and expanding career opportunities for graduates, NAPCO actively participated in a series of employment and career initiatives throughout 2025.

The company engaged with job seekers at several key events, including:

- Hisham Hijjawi College of Technology Graduate Career Day
- Connect 360 Career Event in Ramallah
- A two-day Employment Fair held under the patronage of the Governor of Nablus

88 |

At the Nablus employment fair, NAPCO's participation was particularly prominent, featuring the largest booth at the event. The company's team welcomed a high number of graduates from diverse academic backgrounds, received employment applications, and provided detailed information about available opportunities, career pathways, and professional development within the organization.

Beyond recruitment, NAPCO used these platforms to promote awareness of responsible industrial practices. Through direct engagement and informational materials, the company introduced visitors to its operational standards, workplace safety practices, and sustainability initiatives, helping to strengthen professional awareness and expectations among young job seekers.

## **The National Aluminium and Profile Company Connects Education with Industry**

As part of its commitment to promoting industrial awareness and supporting practical learning, NAPCO welcomed students and academic institutions throughout 2025, providing them with direct exposure to real-world manufacturing environments.

During these visits, students were introduced to key aspects of the company's operations, including production processes, quality management systems, occupational health and safety practices, and environmental sustainability measures. The initiative aims to bridge the gap between academic learning and industry application, while helping students better understand workplace standards and career opportunities in the industrial sector.

Notable visits during the year included:

- A visit by the trainer and trainees of the Aluminium Workshop at Sheikh Khalifa bin Zayed Vocational Training Centre, focused on understanding operational systems and exchanging technical knowledge.
- A visit by fourth-year Nursing College students, as part of their course on Community Health Promotion and Occupational Disease Prevention, to learn about workplace health and safety practices.
- A visit by 45 students from the Industrial and Mechanical Engineering Department at An-Najah National University, as part of the Introduction to Chemical Engineering course.

Through these engagements, NAPCO continues to support workforce readiness, enhance professional awareness, and strengthen collaboration between industry and educational institutions to prepare the next generation of professionals.

### **The National Aluminium and Profile Company Supports Inclusive Community Spaces**

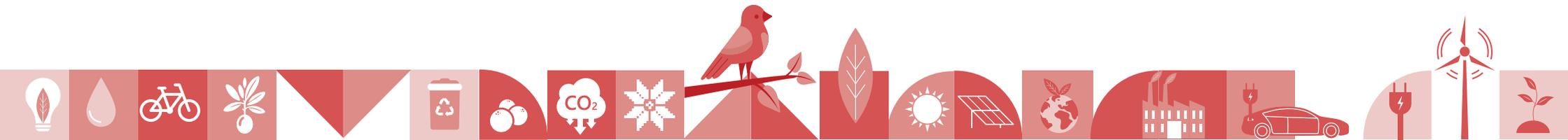
NAPCO believes that meaningful community development begins with supporting the most vulnerable groups and improving the environments in which they receive essential services. In line with this commitment, NAPCO contributed to the enhancement of the Kafr Zibad Sports Center for Persons with Disabilities with facility improvement efforts. The intervention aimed to enhance safety, accessibility, and overall comfort for the centre's beneficiaries.

This initiative forms part of a broader, sustainable approach through which NAPCO provides in-kind support to community institutions, helping them upgrade and maintain their facilities. By repurposing and utilizing industrial materials and expertise, the company maximizes the social value of its resources while promoting responsible use, recycling, and waste reduction.

### **Siniora Food Industries Company Jordan Supports Children and Individuals with Developmental Disabilities**

As part of its commitment to social responsibility and community inclusion, Siniora Jordan organized a dedicated activity to support children and individuals with developmental disorders and disabilities.

The initiative aimed to create a positive and supportive environment, offering participants a meaningful experience that promotes engagement, care, and a sense of belonging. At the same time, the activity encouraged employee participation, helping to strengthen values of empathy, compassion, and social solidarity within the workplace.



**Sky Advertising and Promotion Company Invests in Youth Development and Community Engagement**

As part of its commitment to education, skills development, and community impact, Sky continues to support youth by providing opportunities that bridge academic learning with practical workplace experience.

In 2025, Sky hosted five female interns, including university students and recent graduates, across various departments. The program offered hands-on training in a professional environment, enabling participants to build practical skills, gain industry exposure, and enhance their readiness for the labour market.

**The Palestine Automobile Company Giving Back to the Community through Road Safety and Preventive Care**

As part of its commitment to community wellbeing and social responsibility, PAC organized a Free Vehicle Check-Up Campaign, offering comprehensive vehicle inspections to the public at no cost.

The initiative was open to all community members and aimed to enhance road safety, encourage preventive maintenance, and help vehicle owners identify potential mechanical issues before they develop into serious problems. By providing these services free of charge, the campaign also helped ease the financial burden on drivers while promoting safer driving conditions for the wider community.

The event received strong participation and positive feedback, reflecting the community's need for practical, accessible services that support everyday safety and mobility.



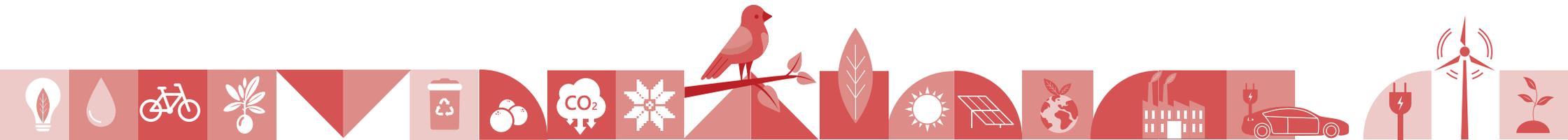
## Unipal General Trading Company Palestine Supports Future Talent through Career Development at Birzeit University

As part of its commitment to youth empowerment and workforce readiness, Unipal Palestine delivered career development sessions for more than 60 students from Birzeit University; where Unipal Palestine welcomed 40 male students and 20 female students, accompanied by 4 academic staff members, in a distinguished field visit to its headquarters and warehouses.

The visit was an exceptional opportunity to strengthen the bridge between academia and the real labor market. The CEO of Unipal, delivered an inspiring presentation about Unipal's journey, its growth, and the nature of its operations. He also shared valuable advice with the students on their career future and how to build a successful professional path.

The meeting was also enriched by the participation of the Director of Sales, and the Director of Human Resources, along with several department heads and managers. They engaged with the students in discussions about the realities of the Palestinian labor market, promising opportunities, and the preparations needed for the next stage after graduation.

The session was marked by lively interaction, smart questions, and insightful contributions from the students, creating an atmosphere of constructive dialogue and knowledge exchange.



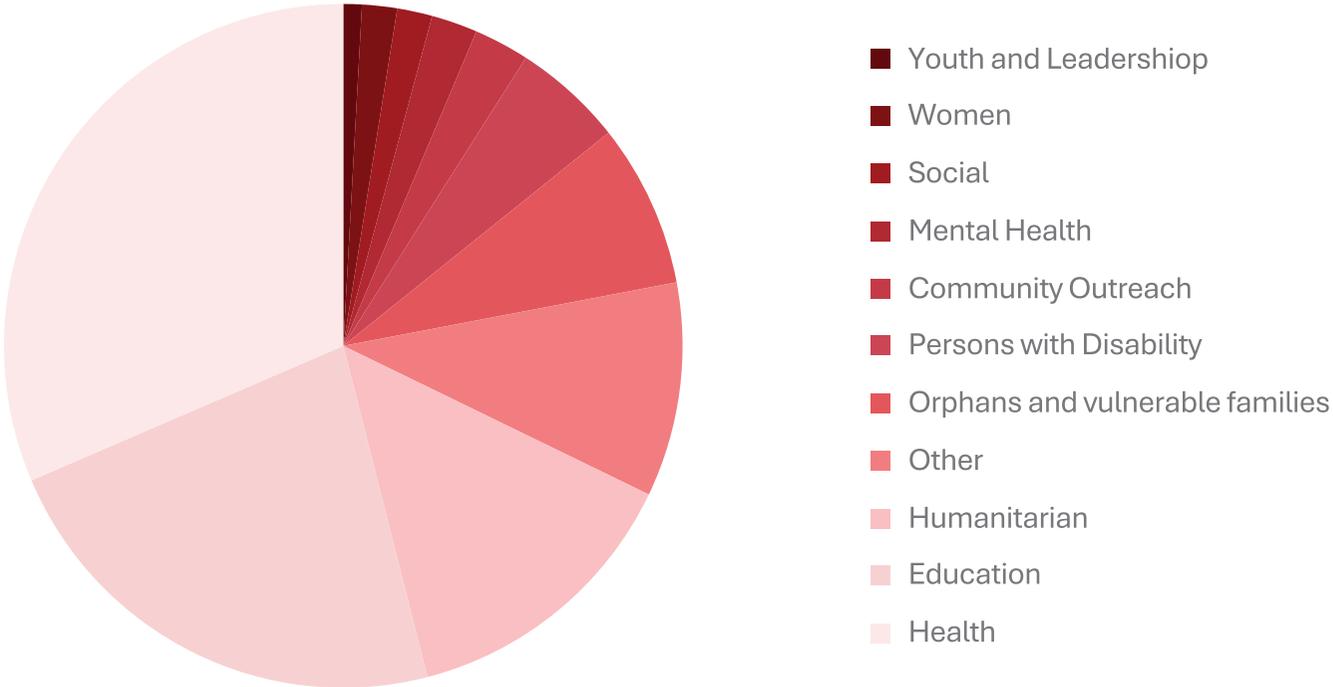
### **Unipal General Trading Company Jordan Supports Cancer Care and Awareness**

As part of its commitment to community health and social responsibility, Unipal Jordan organized the “Dukkanet Al-Khair” charity event in partnership with the King Hussein Cancer Foundation, with all proceeds dedicated to supporting cancer patients and contributing to their treatment and care.

The event featured a unique collection of custom-made products, many of which were personally painted and crafted by the patients themselves—adding a deeply meaningful and personal touch to every item. Held over approximately four hours, the event witnessed remarkable community engagement, with nearly 90% of the merchandise sold within the first two hours, reflecting strong public support for the cause and the inspiring creativity of the patients.

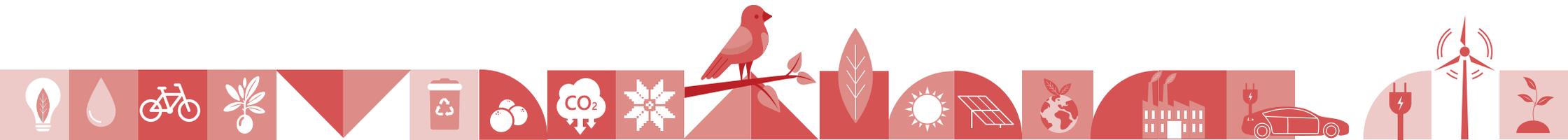
CSR investment by sector 2025

94 |



# CSR

---





## KING HUSSEIN CANCER FOUNDATION

96 |

- **START OF SUPPORT:** 2023
- **PURPOSE OF SUPPORT:** Supporting the humanitarian efforts of the King Hussein Cancer Found (KHCF) and Center (KHCC) – specifically, KHCF’s “Dreams Come True” program and annual fundraising event.
- **CATEGORY OF BENEFICIARIES:** Cancer patients

مؤسسة الحسين للسرطان  
مركز الحسين للسرطان



leading comprehensive cancer treatment center in the Arab World that supplies the latest scientific developments in cancer care for both pediatric and adult cancer patients. KHCC is accredited by the Joint Commission International (JCI) as specialized in comprehensive cancer care and is the only medical center outside the United States of America to be awarded the JCI Clinical Care Program Certificate for its oncology program.

“I am grateful to KHCF and the Dreams Come True Program for being a source of hope during my treatment journey. The support I received has greatly improved my mental wellbeing and has given me the strength to persevere in my battle with cancer.” Bushra “A team from the King Hussein Cancer Foundation came to visit us and asked Eileen, “What do you wish for?” She answered, “A Barbie house”. They told her, “Consider it yours,” and her happiness was beyond words.” Eileen’s father.



## AL-MALATH FOUNDATION FOR PALLIATIVE CARE

- **START OF SUPPORT:** 2020
- **PURPOSE OF SUPPORT:** Supporting the organization's work in providing palliative care for patients in the advanced stages of terminal illness by delivering care services to 150 cancer patients during 2025, with the donation covering 33% of the total direct costs of cancer patient care provided by Al-Malath.
- **CATEGORY OF BENEFICIARIES:** Patients suffering from terminal, incurable illnesses and their families.

Al-Malath is a national, charitable organization founded in 1993 and registered with the Ministry of Social Development as the first provider of palliative care in Jordan and the Middle East. Al-Malath has also been included as a member of the National Committee for the Elderly. It is honorarily chaired by Her Royal Highness Princess Sarvath Al-Hassan and governed by a Board of Directors comprising experts in healthcare, economics, media, and finance. Al-Malath provides free palliative care services to patients and

their families, prioritizing patient comfort and enhancing the quality of care by alleviating pain and suffering at the end of life. The organization also meets patients' emotional and spiritual needs while supporting their families.

“Keep visiting us and stay with us; just seeing you brings us comfort—you are our guardian angels, a mercy from God, and no matter how much we try to describe you, we can never do you justice for how much you have eased our burden.” Al Malath patient



جمعية مؤسسة الملأث للرعاية التلطيفية  
Al-Malath Foundation for Palliative Care



## AUGUSTA VICTORIA HOSPITAL

- **START OF SUPPORT:** 2022
- **PURPOSE OF SUPPORT:** Supporting awareness campaigns to raise women’s awareness and conduct screenings for the early detection of breast
- **CANCER CATEGORY OF BENEFICIARIES:** 3421 Palestinian women



Augusta Victoria Hospital (AVH) stands as a beacon of medical excellence, offering a wide array of healthcare services since its establishment in 1950. It is operated by the Lutheran World Federation (LWF). The hospital was established in partnership with the United Nations Relief and Works Agency (UNRWA) for Palestine Refugees as a major medical facility to care for Palestinian refugees following the 1948 conflict.

Located at the top of the Mount of Olives, East Jerusalem, AVH is one of six specialized hospitals in the East Jerusalem Hospital Network, which has contributed to the development of the Palestinian health care system and the education of healthcare workers and specialists. Its specialized services include comprehensive cancer and diabetes care, kidney care and dialysis, skilled nursing and long-term care.

Licensed for 171 beds, AVH is the second largest hospital in East Jerusalem. The hospital has centers of excellence including Comprehensive Cancer Care (Chemotherapy,

Radiotherapy, Palliative Care, and endosurgery for adults and children), Kidney Care Dialysis, Skilled Nursing and Long-term Care. In order to complete the continuum

of care, the hospital also reaches the local community through outreach programs, including the Mammography and Diabetes mobile clinics.

AVH embarked on the mission to serve the Palestinian community over the years with more than 500 professional medical staff, who work with passion and love to provide medical services with the highest international health standards.

Today AVH is an increasingly knowledge-based institution. The hospital staff members participate in the training of the future cadre of health professionals in local surroundings and within the region, and as a partner in a large international network of healthcare Institutions that help develop the capacities of the local staff.

“For women like me who have already fought breast cancer, regular screening is not optional it is a lifeline. With travel restrictions making hospital visits so difficult, the AVH breast mobile clinic has allowed me to continue my follow-up care with dignity and peace of mind. Knowing that this service exists gives me hope and reassurance that we are not forgotten”. beneficiary



## PALESTINIAN COUNSELLING CENTER

- **START OF SUPPORT:** 2023
- **PURPOSE OF SUPPORT:** Mental health support for women and children in the Gaza Strip in Partnership with The Culture and Free Thought Association
- **CATEGORY OF BENEFICIARIES:** 3,158 direct beneficiaries (1,452 males and 1,706 females)

Palestinian Counselling Centre (PCC) is a mental health non-governmental organization established in 1983. The PCC was started by a group of psychologists to respond to the increasing need for mental health services among the Palestinian population. The PCC started intervening at the primary intervention level concentrating its efforts in raising the community's awareness to the importance of counselling as a form of effective therapy for various psychosocial problems. The PCC then moved to intervene at the secondary level by placing and supervising psychologists, counsellors and social workers in schools and primary health clinics. Presently, the PCC is regarded as a provider of secondary mental health care where it provides psychotherapy in its clinics in Jerusalem, Nablus and Ramallah, rehabilitation for chronically mental health patients in Qalqilya, in addition to building the capacities of Mental Health Psychosocial Support (MHPSS) workers nationally and regionally and supervising the PSS work of several CBOs in different locations in the West Bank. The PCC has its

headquarters in the Old City of Jerusalem with branch centers/ clinics in Ramallah, Qalqilya, Nablus and Jenin. The PCC employs 49 staff members and serves over 18,000 direct beneficiaries annually.

"I miss the lovely gatherings with neighbors and beloved ones, and our lovely moments sitting together sharing joyful issues despite the horror we live. Today, I recognized that I've been missing that for many months. We unloaded our fears and pains that we've been carrying inside." 36 year old man

"I'm afraid to leave the tent and then not find my mom and dad and Hadeel. I feel very scared. Today, I was happy, played, and won games. I want to go back and tell Mom and Dad that I'm happy. I drew and colored our house and drew a big teddy bear." A female child





## BADWA CENTER FOR SPECIAL EDUCATION

100 |

- **START OF SUPPORT:** 2022
- **PURPOSE OF SUPPORT:** Supporting a safe environment for people with disabilities through the provision of educational and vocational programs
- **CATEGORY OF BENEFICIARIES:** Persons with disabilities from vulnerable Jordanian families, with a total of 49 beneficiaries (21 males and 28 females).

للخير كما للناس أنساب



PERSONS WITH  
DISABILITIES

Founded in 1970, Badwa Center for Special Education was one of the first specialized centers dedicated to supporting individuals with intellectual disabilities who are less fortunate in society. The center's services are a cornerstone for providing essential support, aiming to equip students with the skills needed to achieve maximum independence and actively participate in society. These services include educational programs designed to develop academic and cognitive abilities, as well as life skills training that fosters independence across various aspects of life. Currently,

the center serves 49 students (21 males and 28 females) from various areas in East Amman, such as Jabal Al-Nuzha, Ashrafieh, Al-Wihdat Camp, Al-Nuzha, Al-Hussein Camp, Dahiyat Al-Amir Hassan, Al-Abdali, and Jabal Al-Luweibdeh. The center accepts students aged between 6 and 30 years and provides tailored educational and training programs to meet their needs, including speech therapy, sports rehabilitation, vocational preparation, and training, in addition to extracurricular and recreational activities aimed at fostering students' holistic development.



## RAWAN ASSOCIATION FOR CHILDREN DEVELOPMENT

- **START OF SUPPORT:** 2022
- **PURPOSE OF SUPPORT:** Supporting the development of remedial education for children with learning difficulties, speech disorders, and attention deficit disorders, with the aim of reducing their negative impact on the lives and future of Palestinian children.
- **CATEGORY OF BENEFICIARIES:** Children with special needs aged 3 to 18 years, with a total of 48 beneficiaries (14 females and 34 males).

The Rawan Association for Child Development was established in 2008 and is a Palestinian charitable organization committed to advancing remedial education and inclusive integration for children aged 3–18 who face academic learning difficulties, developmental learning challenges, speech and oral language disorders, and behavioral issues, particularly attention deficit

hyperactivity disorder (ADHD).

The association operates across all areas of the West Bank through community partnerships, donor-funded projects, and cooperation agreements with local councils and rehabilitation centers. It also maintains intermittent activities in the Gaza Strip, with a strong intention to further develop and expand this work.





## NOOR AL AIN

102 |

- **START OF SUPPORT:** 2022
- **PURPOSE OF SUPPORT:** Supporting the organization in its educational, social, and cultural programs and services
- **CATEGORY OF BENEFICIARIES:** Blind and visually impaired individuals in Jerusalem, with a total of 150 beneficiaries (70 males and 80 females).



PERSONS WITH  
DISABILITIES

Noor Al Ain was founded in Jerusalem in 2004 by a group of blind and visually impaired to provide activities and modern services to help assist blind people of all ages and both sexes, it's a non-profit association and is registered according to the law of NGOs . It's board of directors consists of seven members, all blind or visually impaired, they are elected by an annual meeting of the

members. A large number of members joined with a vivid outlook on the future of the center, shortly after the establishment of the association, the center offers activities and cultural, educational, sports and rehabilitation events, that aims to promote the Blind and the development of different abilities to keep pace with technological development



## CHILDREN WITH AUTISM AND LEARNING DISABILITIES SOCIETY

- **START OF SUPPORT:** 2020
- **PURPOSE OF SUPPORT:** Supporting the association in its mission to integrate children with autism and those who have learning disabilities into society, and to develop their creative abilities and talents
- **CATEGORY OF BENEFICIARIES:** Autistic children and children with disabilities, with a total of 210 beneficiaries (140 males and 70 females)

It is a non-profit, humanitarian, charitable organization, founded in 2009 and officially registered with the Palestinian Ministry of Interior and affiliated to the Ministry of Social Development as a competent authority and supervising its main work.

The society works in the charitable, social, academic and health fields, as it is concerned with providing services for autistic children, children with disabilities, and children in general.

This is by providing them with treatment, rehabilitation and care services according to the best methods and international scientific and professional standards in the fields of therapeutic and rehabilitation intervention, as well as working to develop their skills and training in order to better achieve the principle of social justice, protect basic rights and facilitate their integration into Palestinian society.

The society provides its services through its affiliated "Wojood" Centers,

It is a Wojood center for treatment, rehabilitation licensed by the Palestinian Ministry of Health, and Wojood cultural and educational center licensed by the Ministry of Education and Learning >

The society centers provide their services through a special staff with high experience in the fields of treatment, rehabilitation and education.

The society has also recently worked to provide the treatment facilities which are the first in the national level through the support and contribution of partners, whose support constitutes one of the successful factors in the continued provision of services and their development



# Engineered channeled hydrogel for healing chronic wounds: An application to repair large, deep, and chronic driveline

Fatma Alzamel

Bioengineering Department, King Fahd University of Petroleum & Minerals

Dr. Ahmed S. Dabaq, Bioengineering Department

Prof. Musa Musa, Chemistry Department

Prof. Alexis Nzila, Bioengineering Department

## JORDAN EDUCATION FOR WOMEN EMPOWERMENT AND LEARNING SOCIETY (JEWELS)

104 |

- **START OF SUPPORT:** 2022
- **PURPOSE OF SUPPORT:** Educational scholarship for high-achieving female university students.
- **CATEGORY OF BENEFICIARIES:** High-achieving female students from vulnerable



Jordan Education for Women Empowerment and Learning Society (JEWELS) is a non-profit organization that offers underprivileged young women the chance to pursue their higher education. As an organization, JEWELS believes that education is key to empowering women, ultimately playing a critical role in invigorating and uplifting entire communities. An investment into the education of women is exponentially profitable and the pivotal force in the advancement of a nation, and in the words of Her Majesty Queen Rania, "...When you educate a girl, you empower a nation." Education offers women the tools to direct and control their own lives and have an impact on society as a whole by accelerating development and raising families out of poverty.

Since 2013, JEWELS has sought to empower women through education by providing exceptional and determined female high school graduates who have exhibited a deep commitment to learning and who hope to give back to their communities with scholarships to Jordanian universities. These experiences, coupled with support from JEWELS, give scholarship recipients the opportunity to realize their ambitions, advance professionally and positively impact society.

Through the generosity of corporate and individual donations, both locally and internationally, JEWELS has helped numerous young women from low-income families study at Jordanian institutions of higher learning. JEWELS is registered with the Ministry of Social Development as a non-profit organization.

"I am a Master's student in Biomedical Engineering at King Fahd University of Petroleum and Minerals, and I hold a Bachelor's degree in Biomedical Engineering from Yarmouk University. I am also proud to be a graduate of the JEWELS programme.

I volunteer with IEEE Women in Engineering, a global community dedicated to supporting and empowering women in engineering and technology. I was selected to represent the community at an international conference, where I participated as a speaker in two sessions.

In the first session, I spoke about the challenges women face, particularly in Science, Technology, Engineering, and Mathematics (STEM) fields, and highlighted the available opportunities, support programs, and initiatives offered by the Women in Engineering Affinity Group to empower women and support their academic and professional journeys.

The second session focused on the role of women in leadership and decision-making, where I emphasized the importance of having a strong female voice in the development of artificial intelligence, given its direct impact on the inclusiveness of solutions, the diversity of perspectives, and the creation of a more equitable and sustainable future." Fatime AlZamel



## DAR AL-TIFEL AL-ARABI ORGANIZATION – JERUSALEM

- **START OF SUPPORT:** 2017
- **PURPOSE OF SUPPORT:** Covering educational grants for 20 high achieving girls at Dar Al-Tifel Al-Arabi School in Jerusalem
- **CATEGORY OF BENEFICIARIES:** Orphan students from vulnerable families in Jerusalem



| 105

Dar Al-Tifel Al-Arabi Organization was founded in Jerusalem in 1948 by the late Hind Husseini, a pioneer in philanthropy and voluntary work in Palestine. It is a forerunner in community work in Jerusalem, and its services span various sectors including education, orphan care, culture, and heritage. It runs and supervises Dar Al Tifel Al-Arabi elementary and secondary school, a nursery and seven kindergartens, and a boarding section for orphan girl students and social cases. It also manages two cultural centres, the Palestinian Heritage Museum and Dar Isaaf Al-Nashashibi for Culture, Arts, and Literature.

“My dear school, Dar Al-Tifl Al-Arabi, has been an invaluable source of support for me after my mother passed. It has played a significant role in helping me grow academically and personally, guiding me step by step toward improvement. I’m constantly striving to do my best, and the school continues to provide me with full encouragement and motivation to stay committed to this journey. I am truly and sincerely grateful for every positive step they have helped me achieve, and for the continuous trust and support they offer me throughout my journey. Thank you, Dar Al-Tifl Al-Arabi school, always and forever, for this support and love. Yara.



## INJAZ PALESTINE

106 |

- **START OF SUPPORT:** 2007
- **PURPOSE OF SUPPORT:** Supporting the organization in financing its activities, as well as volunteering the cadres of APIC group to enhance the leadership capabilities of Palestinian youth to contribute to economic development
- **CATEGORY OF BENEFICIARIES:** Palestinian school and university students, with a total of 1,076 beneficiaries (651 females and 425 males).



Injaz Palestine is an independent, non-governmental Palestinian organization established in 2007, managed and sponsored by a group of leading Palestinian companies seeking to enhance the capabilities of Palestinian youth to contribute to economic development. Injaz provides programs delivered by expert volunteers to inspire young people about innovation in the field of project management and entrepreneurship.

Injaz plays a prominent role in creating innovative economic awareness among youth at the global level, through its active membership with Injaz Al-Arab Network and Junior Achievement Worldwide.

Injaz aims to enhance economic opportunities for Palestinian youth by providing a series of educational and economic courses of a practical

and academic nature that it implements in Palestinian schools and universities.

Injaz programs stand out by their ability to develop students' leadership capabilities, thus accelerating their creativity, preparing them for the business world, and enabling them to manage knowledge to achieve new paths that reduce unemployment, provide opportunities, and open promising prospects for new entrepreneurial projects.

“Participating in Injaz trainings helped me develop my skills, sharpen my way of thinking, and overcome my fear of new experiences by seeing them as opportunities for learning and building a better future.” Diaa Mahmoud Ali Qallalwa Student – Al-Jadeda Boys Secondary School



## MAHMOUD ABBAS FOUNDATION

- **START OF SUPPORT:** 2015
- **PURPOSE OF SUPPORT:**Scholarships for Palestinian students in Lebanon
- **CATEGORY OF BENEFICIARIES:**Palestinian students in Lebanese universities

مؤسسة محمود عباس  
Mahmoud Abbas Foundation

| 107

Mahmoud Abbas Foundation is a non-profit organization registered in Palestine and Lebanon, founded in 2011 in response to the difficult situation Palestinian people face in refugee camps in the diaspora, especially in Lebanon. The foundation helps refugees through three programs: the student's scholarship program that provides scholarships to Palestinian students, to date, around 12,000 students have benefited from this program; the family

interdependence program (Takaful), which provides symbolic aid to around 390 families; and the Palestine program, which provides various educational, health, social, and relief services to families in need, and implements many projects, especially in vulnerable and marginalized areas, which benefits nearly 7,000 beneficiaries annually since 2018.



## SOS CHILDREN'S VILLAGES JORDAN

108 |

- **START OF SUPPORT:** 2019
- **PURPOSE OF SUPPORT:** Tuition fees in Jordanian schools for 15 children of the association, with the aim of improving their chances in life and supporting their integration into society
- **CATEGORY OF BENEFICIARIES:** Children who have lost family care or who are at risk of losing it in Jordan



ORPHANS AND  
VULNERABLE FAMILIES

SOS Children's Villages Jordan is a national non-profit social development organization established in 1983, and cares for children and youth who lack parental care, in family and community houses in Amman, Irbid and Aqaba, in addition to youth houses. The Association supports youth till the age of 24 helping them reach independence.

The family-like care model provides children and youth with care, accommodation, education, skills, protection, social inclusion, food, security, physical health, social & emotional well-being, and livelihood.

The Association works in the spirit of the UN Guidelines for the Alternative Care of Children and the United Nations Convention on the Rights of the Child, and promotes these rights around the world. Central to its strategy and work are the UN Sustainable Development Goals.

"I really enjoy school, and my favorite subject is science. I hope to continue my education and achieve my dreams in the future. Your support helps us focus on our studies and build a better future."  
Aya, 12 years



## SOS CHILDREN'S VILLAGES PALESTINE

- **START OF SUPPORT:** 2016
- **PURPOSE OF SUPPORT:** Supporting the organization and its activities, as well as sponsoring 14 children in SOS Children's Villages Palestine in the city of Bethlehem
- **CATEGORY OF BENEFICIARIES:** Children who have lost family care or who are at risk of losing it in Palestine



| 109

SOS Children's Villages Palestine is a member association of SOS Children's Villages International, which works in 138 countries around the world, providing loving homes and families to children who have lost their parents or are at risk of losing parental care. SOS Children's Villages Palestine is the first SOS Children's Village to open in the Middle East in 1966, to provide loving homes with mothers who take care of children along with their brothers and sisters in a loving family environment. It also runs a family strengthening program in cooperation with local communities, government agencies, and other organizations to help and empower marginalized and fragile families to protect their children, build their capacities, and care for them. The

program provides educational supplies, health, psychological and social support, and helps establish income-generating projects for these families. SOS Children's Villages enables children and youth integration into Palestinian society, which includes the community homes project placed outside the boundaries of SOS Children's Villages and children reintegration into their original families with the continuous follow-up of SOS Children's Villages' staff.

"I love reading stories especially on Fridays when I have free time, Mama Rasha used to read for me when I go to bed so it became the most thing that makes me happy and comfortable",  
Toleen, 10 years old



## INASH AL-USRA ASSOCIATION

110 |

- **START OF SUPPORT:** 2016
- **PURPOSE OF SUPPORT:** Supporting the association in its work in the fields of humanitarian and development services
- **CATEGORY OF BENEFICIARIES:** Vulnerable and marginalized women and groups



Inash Al-Usra Association is a long-standing Palestinian non-profit organization established in 1965, to support family resilience, empower women and children, preserve Palestinian heritage, and provide humanitarian and development services to marginalized communities across the west bank and Gaza strip.

Through its various campaigns, including the “Ehna Snadhom”

campaign, the association distributed food parcels, provided drinking water, set up tents for needy families, offered hot meals, distributed firewood, and established a water well. Additionally, through the “sponsorship of 5,000 orphans” campaign, the association secured monthly sponsorships for approximately 1,900 children within the Gaza Strip.



## GIVE PALESTINE ASSOCIATION

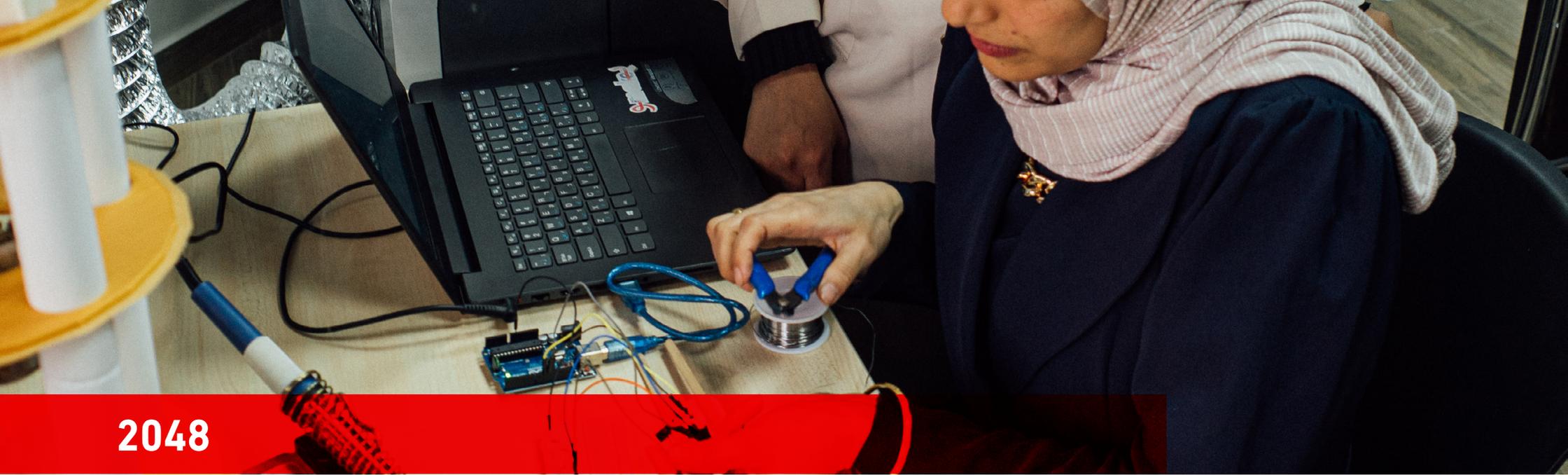
- **START OF SUPPORT:** 2018
- **PURPOSE OF SUPPORT:** Supporting the association's work in the Gaza Strip – humanitarian support including running costs for the Rajaa refugee camp, and solar power for the water pump and electricity in the refugee camp.
- **CATEGORY OF BENEFICIARIES:** Orphans, vulnerable families, and the marginalized in the Gaza Strip

The Give Palestine Association is a national, independent, and non-profit humanitarian organization that was founded in the city of Ramallah in 2010 and is a continuation of the Gaza Volunteer Efforts for Quick Aid (Give Gaza) association, which was established in Gaza City in 2003. It covers all Palestinian areas in the Gaza Strip, Jerusalem, and nearby West Bank villages near the Israeli separation wall. The focus is on the Gaza Strip, where it

targets poor families, particularly women and their children and families. The association works in partnership with the private sector and has implemented dozens of innovative projects since its inception in many fields, including humanitarian aid, cultural empowerment for Palestinian children, psychological support, and sustainable development projects, to promote social, economic, environmental, and cultural justice in Palestine. Over the past 20 years, the association has benefited more than 1.5 million people.



جمعية عطاء فلسطين الخيرية  
GIVE PALESTINE ASSOCIATION



2048

112 |

- **START OF SUPPORT:** 2024
- **PURPOSE OF SUPPORT:** Supporting children and Palestinian youth through hands-on STEM education, innovation, and eco-friendly prototyping
- **CATEGORY OF BENEFICIARIES:** Young Palestinians



YOUTH, SPORTS AND  
LEADERSHIP

The 2048 Foundation, established in 2023 by Marwan Abdelhamid, also known as Saint Levant, is dedicated to fostering Palestinian arts, culture, and creativity. Born from the belief that art and culture amplify and elevate Palestinian voices, the foundation supports community-driven projects led by Palestinians. 2048 give Palestinian creators the space, support, and spotlight they deserve. Through funding, visibility, and a platform to share their stories, we help them create boldly and inspire the next generation.

Through 2048, APIC supports MKNA Makerspace, a Palestinian initiative empowering children and youth through hands-on STEM

education, innovation, and eco-friendly prototyping. During this period, MKNA focused on student-centered programming, early curriculum development, and building strong local institutional partnerships.

“The grant not only helped us buy hardware but also helped us with networking. We were given a variety of expertise not only in Palestine. There was a whole team providing us with support and knowing exactly what our needs were. They connected us with organizations that can also help us in this project, which is in itself a very important experience to gain. “



## EL FUNOUN PALESTINIAN POPULAR DANCE TROUPE

- **START OF SUPPORT:** 2016
- **PURPOSE OF SUPPORT:** Funding the dance troupe's activities to contribute to preserving Palestinian cultural heritage. Funding the dance troupe's activities to contribute to preserving Palestinian cultural heritage. the refugee camp.
- **CATEGORY OF BENEFICIARIES:** Promising Palestinian male and female dancers

El-Funoun Palestinian Popular Dance Troupe is an independent, non-profit organization that is entirely volunteer-based. El-Funoun was established in 1979, by several talented and committed artists. Since then, the troupe has been recognized as the leading Palestinian dance group with an impressive track record of over 1,500 performances locally and internationally, 15 productions,

and tens of dance pieces. El-Funoun has won several awards from local and international festivals for its presentation of Palestinian folklore and contemporary culture through elaborate choreographed forms that embody its unique vision of Palestinian dance. The troupe is widely recognized as the cultural entity that has played the most significant role in reviving and reinvigorating Palestinian dance and music folklore.

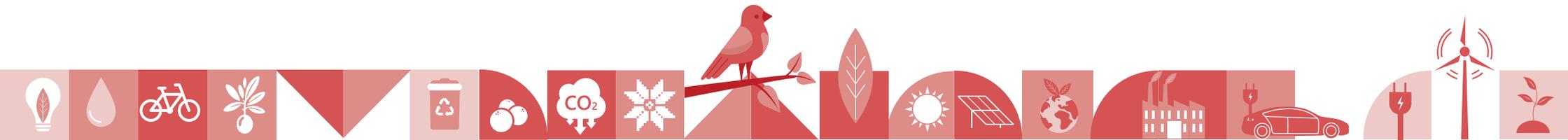


## OTHER ORGANIZATIONS:

Throughout 2025, APIC and its subsidiaries supplied financial and in-kind support to various other groups and organizations, including:

Other:

- AlQuds Association
- Birzeit University
- Faisal Hussein Foundation
- Ibdaa Humanitarian Foundation
- Palestinian Volunteers Association
- The Palestinian Civil Defense Forces
- Palestinian Red Crescent Society
- Riyadh Al Aqsa School
- Young Muslim Women Association







**ENVIRONMENT**

---

## **APIC Group Continue Cultivating a Culture of Environmental Responsibility Across the Group**

In 2025, APIC and its subsidiaries continue their commitment to environmental sustainability by implementing a wide range of initiatives aimed at raising awareness, encouraging employee engagement, and integrating environmental responsibility into daily operations.

In partnership with the Ommar El-Ard Foundation, Unipal Palestine implemented comprehensive awareness sessions to educate employees on safe waste disposal practices and proper waste segregation. To further promote individual responsibility, an internal sustainability challenge was launched on World Nature Conservation Day, encouraging employees to propose and implement innovative eco-friendly ideas. The initiative was complemented by the distribution of desktop plants and environmental awareness materials to reinforce a culture of environmental consciousness.

Several subsidiaries also introduced greenery into their workspaces as a simple yet impactful step toward creating healthier and more motivating environments. Sky enhanced its offices with indoor plants to support employee wellbeing and integrate sustainability into everyday operations. Similarly, Siniora Palestine introduced Kalanchoe plants across office spaces, reflecting the belief that small actions can collectively contribute to long-term environmental impact.

Beyond internal efforts, Siniora Jordan actively engaged employees and the wider community through multiple environmental initiatives. The company supported World Earth Day activities in schools through tree planting and public park cleanups and contributed to the Local Conference of Youth on Climate Change (LCOY) by providing meals for participants and presenting its environmental practices and mitigation efforts. Siniora also hosted the Chemical Consulting Committee of the Jordan Engineers Association to share best practices related to green industries and environmentally responsible manufacturing.

Within its operations, Siniora Jordan organized a series of awareness events aligned with global environmental observances. These included exhibitions for Global Recycling Day showcasing recycled products, a World Environment Day exhibition featuring artwork made from recycled materials, and employee engagement activities for Zero Emissions Day and Ozone Layer Protection Day, including indoor and outdoor tree planting. A dedicated Safety Week further reinforced environmental and occupational awareness through training sessions, competitions, and recognition of employee contributions.

Together, these initiatives reflect a Group-wide approach to embedding sustainability into workplace culture—combining education, employee participation, community engagement, and everyday environmental practices to build lasting awareness and shared responsibility.



# SUPPLY CHAIN

A responsible supply chain is a cornerstone of APIC Group's commitment to sustainability and ethical business practices. We believe in working closely with our suppliers to enhance quality standards, promote transparency, and minimize environmental impact throughout our supply chain. By collaborating with our suppliers, we aim to ensure that the products and services we deliver meet the highest standards of quality, safety, and ethical sourcing.

One of our key initiatives is to prioritize local sourcing whenever feasible, supporting local economies and communities while reducing carbon emissions associated with transportation. By buying local, we strengthen relationships with local suppliers, contribute to the growth of regional businesses, and foster economic resilience in the communities where we operate.

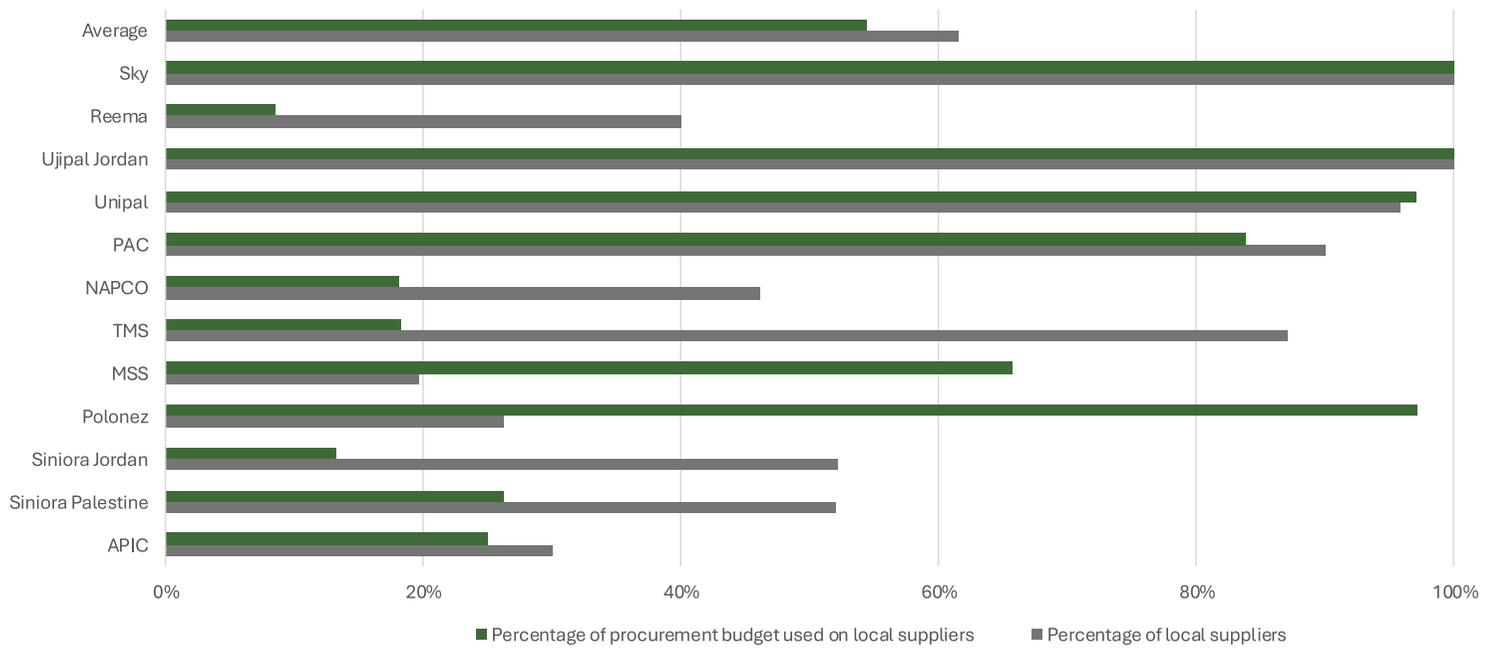
120 |

In alignment with APIC Group's Environmental, Social, and Governance (ESG) policy, we place a strong emphasis on supporting women-owned and led third-party suppliers. Recognizing the importance of diversity and gender equality in the business ecosystem, we actively seek out opportunities to engage with women entrepreneurs and businesses. By prioritizing women-owned and led third parties, we aim to empower women economically, promote gender equality, and foster inclusive growth within our supply chain.

Additionally, as of 2024, APIC Group requires that our suppliers align with our ESG Policy when they sign or accept any agreement or purchase order issued by any of our subsidiaries that commits them to upholding ethical labour practices and governance, environmental stewardship, and social responsibility. In 2025 it was revised to be more comprehensive and in alignment with IFC Performance Standards. The General Terms and Conditions can be found on APIC's website.



Percentage of local suppliers and their share of the procurement budget





Total energy intensity 0.56 MWh per ton of product (services are excluded from this calculation).  
Equivalent of 54% of electricity consumption is green energy produced by APIC Group.

## ENERGY

APIC Group has maintained a longstanding commitment to energy-related initiatives, with a particular emphasis on solar energy. The group has taken significant steps towards enhancing sustainability and environmental preservation, considering solar energy as one of its primary focal points. Through investments and initiatives in the field of solar energy, the group aims to reduce harmful environmental emissions and promote sustainability within its operations. These efforts reflect APIC Group's enduring dedication to achieving sustainable development and preserving natural resources for future generations.

### LED Lighting:

As part of our commitment to energy efficiency, APIC Group has transitioned to LED lighting systems in its facilities. LED lights consume significantly less energy than traditional lighting sources while providing superior illumination quality. By replacing outdated lighting fixtures with energy-efficient LEDs, we have reduced energy consumption and operational costs while enhancing lighting performance and longevity.

### Refrigeration Unit Sensors:

APIC Group has implemented advanced sensor technology in its refrigeration units to optimize energy usage. These sensors monitor temperature levels and adjust cooling settings accordingly, ensuring that energy is used efficiently while maintaining optimal storage conditions for perishable goods. By reducing unnecessary energy expenditure, these sensors contribute to significant energy savings and environmental conservation.





### **Building Management Systems (BMS):**

Our facilities are equipped with advanced Building Management Systems that monitor and control various building systems, including HVAC (Heating, Ventilation, and Air Conditioning), lighting, and energy consumption. These systems utilize smart technology and automation to optimize energy usage based on occupancy levels, time of day, and environmental conditions. By dynamically adjusting energy settings and schedules, BMS helps minimize energy waste and maximize efficiency across our buildings.

### **Energy-Efficient Machinery:**

APIC Group invests in state-of-the-art, energy-efficient machinery and equipment across its manufacturing and production facilities. From industrial machinery to manufacturing processes, we prioritize the adoption of energy-efficient technologies that minimize energy consumption without compromising productivity or product quality. By integrating energy-efficient machinery into our operations, we reduce our carbon footprint and contribute to a more sustainable manufacturing environment.

### **Awareness Posters:**

APIC Group fosters a culture of energy conservation and awareness among employees through informative posters and signage strategically placed throughout our facilities. These posters highlight energy-saving tips, best practices, and reminders to turn off lights and equipment when not in use. By promoting employee engagement and accountability, these awareness campaigns contribute to a collective effort to reduce energy waste and promote sustainability.

## Sky Advertising and Promotion Company introduces Smart Management of Digital Screens Improves Efficiency and Reliability

To enhance operational performance and reduce energy consumption, Sky implemented a strategic plan to manage its network of digital advertising (LED) screens. The initiative focused on placing screens in high-visibility locations to maximize communication impact while introducing technical and operational improvements to increase efficiency and reliability.

As part of the plan, Sky installed energy-efficient LED technology, significantly reducing electricity consumption compared to conventional display systems. Brightness levels were also optimized and automatically adjusted for daytime and nighttime conditions, ensuring clear visibility while avoiding unnecessary energy use.

To minimize operational disruptions and maintenance requirements, engineering solutions were developed to enable remote system rebooting and control, eliminating the need for on-site technical intervention. Additional protective measures were introduced to address environmental risks, including technical enhancements to prevent malfunctions caused by extreme weather conditions during summer and winter and to safeguard sensitive electronic components.

Through these improvements, Sky has strengthened the performance, durability, and energy efficiency of its digital advertising infrastructure - demonstrating how smart technology and proactive management can reduce operational costs, lower energy consumption, and support more sustainable operations.



## Palestine Automobile Company Continues to Drive the Shift Toward Sustainable Mobility

As part of its commitment to reducing environmental impact and advancing cleaner transportation, PAC continues to lead the transition toward hybrid and electric mobility in the Palestinian market.

In 2025, PAC sold a total of 914 hybrid and electric vehicles, representing 99% of its new energy vehicle portfolio. The company also achieved a 23% share of the overall vehicle market, reflecting strong performance across both conventional and low-emission segments.

PAC's leadership was particularly evident in the hybrid segment. The company sold 784 hybrid and plug-in hybrid vehicles (HEV & PHEV), capturing 65.8% of the total hybrid market and ranking first in market share. In the fully electric segment, PAC sold 130 electric vehicles (EVs), representing 9.2% of total EV sales and ranking third among competitors.

These results demonstrate PAC's strategic focus on expanding access to low-emission vehicles and responding to growing market demand for more efficient and environmentally friendly transportation options. By promoting hybrid and electric technologies, PAC is helping to reduce fuel consumption and vehicle emissions, supporting the transition toward a cleaner, more sustainable transport sector in Palestine.



## Medical Supplies and Services Company Enhances Efficiency through Smart Infrastructure and Energy Management

In 2025, MSS has implemented a series of technical and infrastructure upgrades aimed at reducing operational waste, improving energy efficiency, and strengthening system reliability across its facilities.

A key milestone was the establishment of a centralized Network Operations Centre (NOC), which integrates building systems and critical infrastructure across multiple locations. The NOC enables real-time monitoring of temperature, humidity, electricity consumption, and HVAC performance, allowing for faster response and more efficient resource management.

To further optimize energy use, MSS integrated its HVAC and cooling systems with a centralized Building Management System (BMS). This allows systems to operate automatically based on actual demand and environmental conditions, replacing continuous manual operation and reducing unnecessary energy consumption.

In critical technical areas, MSS deployed precision cooling solutions designed to maintain optimal operating temperatures while avoiding excessive energy use. These systems help protect sensitive equipment, improve operational stability, and extend asset lifespan.

MSS also introduced analytical dashboards to track energy consumption and system performance, enabling data-driven decision-making and continuous operational improvement. Complementing these efforts, a structured preventive maintenance program was implemented to reduce equipment failures, minimize downtime, and avoid unnecessary material waste.



## National Aluminium and Profile Company Advances Energy-Efficient Buildings with Thermal Break Technology

As part of its commitment to supporting sustainable construction and climate action, NAPCO continues to promote the use of thermal break aluminium profiles, a solution designed to significantly improve building energy performance and indoor comfort.

Thermal break technology reduces heat transfer through building envelopes by up to 70%, minimizing thermal bridging and improving insulation efficiency. As a result, buildings equipped with these systems can reduce heating and cooling energy consumption by 30 - 40%, translating into annual energy savings of up to 4,000 kWh per household and the avoidance of approximately 1.5 to 2.5 tons of CO<sub>2</sub> emissions each year.

Beyond energy savings, the enhanced insulation improves indoor comfort by maintaining stable temperatures and reducing condensation and moisture-related issues. The solution also delivers strong long-term value, with a product lifespan exceeding 25 years and a typical payback period of 5 - 7 years through reduced energy costs.

By offering scalable and cost-effective energy efficiency solutions, NAPCO supports more sustainable building practices and contributes to global sustainability priorities, including improved energy efficiency and reduced emissions.



### **Siniora Food Industries Palestine Boosts Efficiency through In-House Engineering Innovation**

Siniora Palestine achieved a significant operational milestone by enhancing production capacity through a smart engineering improvement that maximized the use of existing assets. The production team redesigned the mold plate used in the chicken fingers line, increasing output from four pieces per cycle to eight, without the need for new equipment or major capital investment.

This in-house innovation more than doubled line productivity, increasing capacity from 200 kg per hour to 410 kg per hour. The higher throughput also reduced the operating time of the freezing department by 7.6%, leading to lower energy consumption and improved operational efficiency. In addition to productivity gains, the initiative delivered measurable financial benefits by reducing production costs.

Recognizing its strong impact on efficiency, cost optimization, and innovation, the project was honoured with the CEO Award of Excellence in 2025.

This achievement highlights Siniora Palestine's focus on continuous improvement, asset optimization, and operational excellence. By leveraging internal technical expertise, the company was able to enhance efficiency, reduce resource use, and strengthen cost competitiveness—demonstrating how innovation and engineering solutions can deliver both economic and environmental value.

## **Siniora Food Industries Jordan Enhances Efficiency and Market Responsiveness through Product and Process Innovation**

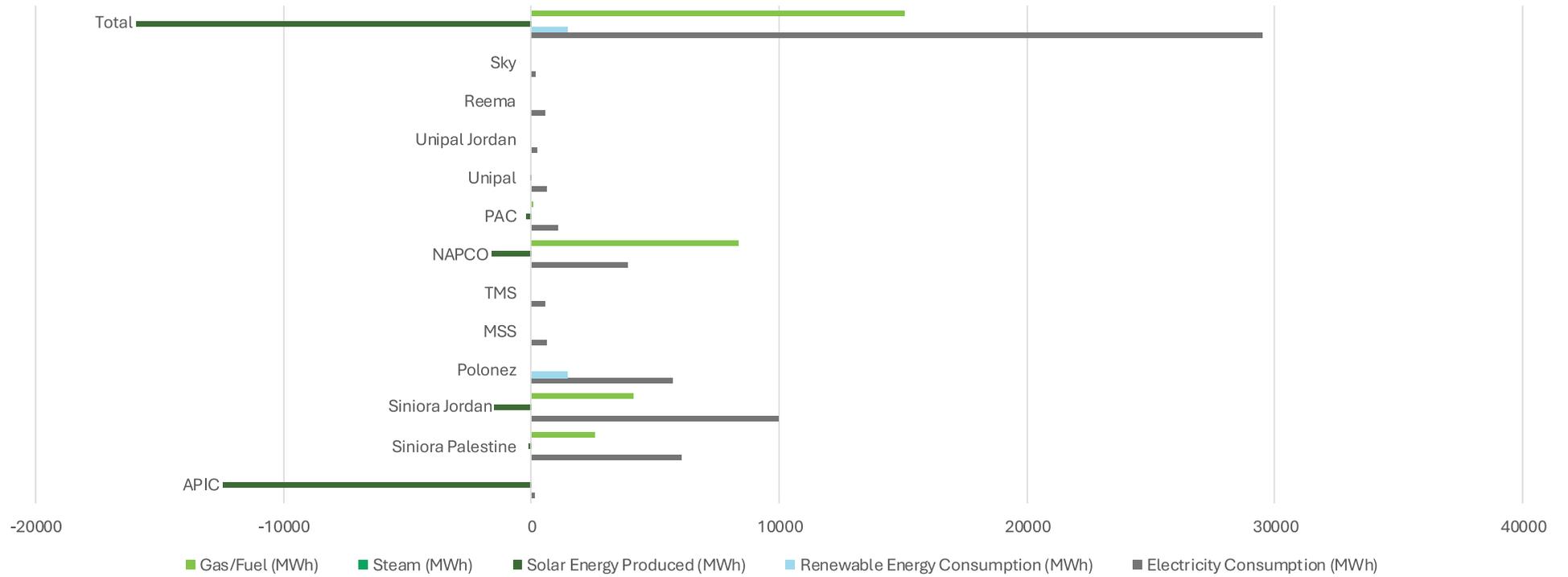
In response to growing market demand for its popular product 'Al Na'ma', Siniora Jordan implemented a strategic improvement project aimed at increasing production efficiency and operational flexibility. The initiative involved redesigning the product shape from square to circular, a modification that enabled smoother processing, simplified packaging, and better alignment with automated production standards.

The new circular format was specifically designed to support automated packaging systems, improving line efficiency and providing greater operational flexibility to meet increasing customer demand.

To further optimize production, the company upgraded its manufacturing process by replacing the previous manual filling lines, which depended on hand molds and created operational bottlenecks, with a fully automated Poly-Clip machine. This transition eliminated key production constraints and enabled continuous, streamlined operations.

As a result, Siniora Jordan significantly increased production capacity, allowing the company to meet higher market demand without adding labour, increasing resource use, or operating costs. The project also reduced downtime and operational inefficiencies, strengthening the company's competitiveness through improved product availability and more efficient cost management.

## Energy consumption and production in MWh

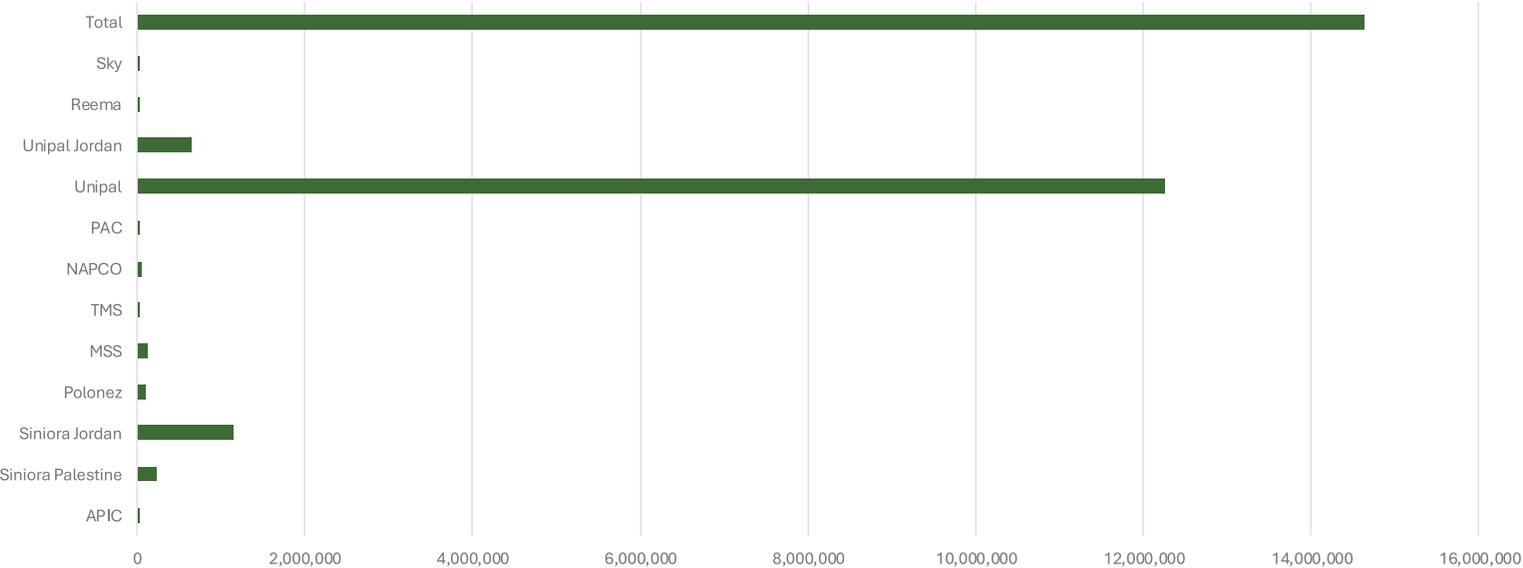


132 |

\*Inclusive of 50% of solar energy produced and sold through Qudra, a subsidiary of APIC.

APIC Group has made significant strides in reducing its fuel consumption by progressively transitioning towards hybrid and electric vehicles. Recognizing the environmental impact of traditional fuel-powered cars, the group has actively embraced more sustainable transportation options. By incorporating hybrid and electric vehicles into its fleet, and the Palestinian Market, APIC Group aims to minimize greenhouse gas emissions and decrease its overall carbon footprint. This transition underscores APIC Group's commitment to environmental stewardship and sustainability, demonstrating its dedication to adopting innovative solutions for a cleaner and greener future.

### Fuel consumption (transportation) in litres



Total water intensity 0.22 m<sup>3</sup>/ tons of product (services are excluded from this calculation). 3% of water intake was recycled/ reused.

# WATER

APIC Group recognizes the critical importance of water efficiency and responsibility, particularly in regions like Palestine, which face significant water stress exacerbated by illegal occupation-related challenges. Operating in such areas underscores our commitment to sustainable practices and responsible water management. In light of these circumstances, APIC Group has implemented stringent measures to optimize water usage across its operations. These initiatives include:

## Water Recycling and Reuse:

APIC Group has invested in advanced water recycling technologies to minimize water wastage and maximize reuse opportunities. By treating and recycling water used in various processes, we reduce our reliance on freshwater sources and alleviate pressure on the local water supply.

134 |

## Water Efficiency Practices:

In food production activities, APIC Group employs efficient techniques to minimize water consumption while ensuring optimal productivity. Sprinkler systems and moisture monitoring are among the methods utilized to achieve water savings without compromising product quality.

## Continuous Improvement:

APIC Group remains committed to continuous improvement in water efficiency and responsibility. We regularly assess and optimize our water management practices, incorporating technological advancements and innovative solutions to further enhance our environmental performance.





Palestine Automobile Company  
Service Center

## The National Aluminium and Profile Company Reusing Treated Industrial Wastewater

As part of its commitment to responsible water management and resource efficiency, NAPCO operates a water treatment system to ensure that wastewater generated from its operations is treated in full compliance with environmental requirements.

Building on this capability, the company introduced a new initiative in 2025 to reuse treated wastewater within its facility. 1,650 cubic meters is now being recovered and utilized for non-potable applications on annual basis, such as toilet flushing, reducing the demand for fresh water for daily operational needs.

This step supports a circular approach to water management by maximizing the value of treated water, lowering freshwater consumption, and reducing the volume of discharged effluent. In addition to environmental benefits, the initiative contributes to improved operational efficiency and long-term resource sustainability.



### **Siniora Food Industries Company Palestine Reduces Chemical Use to Protect Water Quality**

As part of its commitment to environmental protection and responsible resource management, Siniora Food Industries Company – Palestine optimized the cleaning process of the oil fryer in the frozen products production area.

The improved cleaning procedure enhanced operational efficiency and significantly reduced the use of chemical cleaning agents. As a result, the company successfully avoided the use of approximately 900 Liters of chemical cleaning materials during 2025.

Beyond reducing material consumption, this initiative delivered important environmental benefits by lowering the concentration of chemicals discharged in wastewater. By decreasing the chemical load entering the wastewater system, the improvement helps reduce the risk of water pollution, supports more effective treatment processes, and protects surrounding water resources and ecosystems.

This initiative reflects Siniora Palestine's proactive approach to pollution prevention at the source, demonstrating how operational optimization can contribute to safeguarding water quality while supporting sustainable and responsible manufacturing practices.

### **Siniora Food Industries Company Jordan Advances Water Efficiency through System Upgrades and Reuse**

In 2025, Siniora Jordan achieved a significant improvement in resource efficiency by reducing water consumption per ton of product by 16% compared to 2024. This milestone reflects the company's ongoing commitment to responsible water management and operational optimization.

The achievement was driven by a combination of technical upgrades and operational improvements. These included enhancements to the water distribution network, the implementation of preventive maintenance programs to detect and repair leaks, and the installation of water-saving components across key processes.

In addition, the company strengthened operational practices through continuous employee training and awareness on water conservation, reinforcing responsible use at all levels of the organization.

138 |

A key element of the initiative was the reuse of treated water generated from the empty can washing process, which is now utilized in cooling towers. The company also optimized water quality parameters within cooling systems, reducing water losses and improving system efficiency.

Through these integrated measures, Siniora Jordan has not only reduced its water intensity but also enhanced operational reliability and sustainability, demonstrating how targeted infrastructure improvements, process optimization, and employee engagement can deliver measurable environmental impact.

Water consumption in cubic meters



<b>0</b>	<b>3,945</b>	<b>34,749</b>	<b>22,907</b>	<b>0</b>	<b>0</b>	<b>4,688</b>
APIC	Siniora Palestine	Siniora Jordan	Polonez	MSS	TMS	NAPCO
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>66,289</b>	
PAC	Unipal	Unipal Jordan	Reema	Sky	Total	

Total waste intensity 0.048 tons of waste per ton of product (services are excluded from this calculation) 44.2% were successfully diverted from disposal through reuse and recycling initiatives.

## WASTE

### Group-Wide Waste Management Framework Drives Recycling Performance

In 2024, APIC took a strategic step toward strengthening environmental performance by developing Group Waste Management Planning Guidelines. The guidelines established a unified framework to help subsidiaries systematically identify waste streams, improve segregation practices, enhance data tracking, and prioritize waste reduction, reuse, and recycling in line with circular economy principles.

Building on this foundation, all subsidiaries developed and began implementing their site-specific Waste Management Plans in 2025, translating the Group's requirements into operational actions tailored to their activities. Key measures included improved source segregation, partnerships with certified recycling providers, employee awareness initiatives, and enhanced monitoring of waste generation and disposal practices.

The impact of this structured approach was already evident within the first year of implementation were the waste diverted from disposal tripled Group-wide from the previous year. Across the Group, 44% of non-hazardous waste was diverted from landfill through recycling/reuse in 2025, reflecting significant progress in resource recovery and responsible waste management. This exceeds the current Middle East and North Africa rate of 10% according to the World Banks Waste Management in the Middle East and North Africa Report from 2026.

This achievement demonstrates the value of a coordinated, data-driven approach to environmental management and reinforces APIC's commitment to reducing its environmental footprint while embedding circular practices across its operations.



APIC Group is deeply committed to effective waste management practices across all its operations. Recognizing the importance of environmental sustainability, APIC has implemented comprehensive waste management strategies aimed at minimizing waste generation, promoting recycling, and ensuring proper disposal of residual waste.

One key aspect of APIC Group's waste management approach is waste reduction through efficient processes and resource utilization. By optimizing production methods and adopting innovative technologies, APIC endeavours to minimize waste generation at the source, thus reducing its environmental footprint.

142 |

In addition to waste reduction, APIC Group places a strong emphasis on recycling and reuse initiatives. Through partnerships with available recycling companies and waste management service providers, APIC ensures that recyclable materials such as paper, wood, batteries, cardboard, and metal are collected, processed, and reused wherever possible.

Furthermore, APIC Group implements proper disposal methods for non-recyclable waste, adhering to regulatory guidelines and environmental best practices. Waste that cannot be recycled is disposed of responsibly, utilizing certified waste management facilities and techniques to minimize environmental impact.

## **Medical Supplies and Services Company Advances Circular Operations through Pallet Recovery and Reuse**

As part of its commitment to circular resource management and waste reduction, MSS has implemented a comprehensive wooden pallet recovery and refurbishment program across its operations.

Each year, MSS manages approximately 300 tons of wooden pallets, of which, around 60 tons are recovered through internal collection, recycling, and full repair. An additional 240 tons are received from principals and suppliers, where the pallets undergo thorough inspection, maintenance, and refurbishment before being returned to operational use.

To support this process, MSS operates a dedicated carpentry workshop staffed with specialized technicians who ensure that all pallets meet safety and operational standards. Once restored, the pallets are reused within warehouse operations and later re-enter the supply chain through product distribution to customers.

By extending the lifecycle of pallets and preventing them from being discarded, this initiative significantly reduces wood waste, lowers the demand for new materials, and keeps valuable resources in continuous circulation.

## **Reema Hygienic Paper Company Strengthens Waste Management through Segregation and Recycling**

As part of its commitment to environmental responsibility and resource efficiency, Reema has implemented a comprehensive waste segregation system within its operations. The initiative focuses on separating paper and plastic waste at the source during the production process, enabling more effective recovery and recycling.

Today, paper and plastic materials, representing approximately 90% of total factory waste, are systematically collected and transferred to specialized recycling companies instead of being disposed of in landfills. This approach significantly reduces the environmental footprint of operations by diverting large volumes of waste from final disposal.

The initiative is supported by additional waste reduction measures, including:

- Reducing the thickness of waste bags to minimize plastic use
- Utilizing recycled waste bags
- Limiting single-use plastic items such as disposable cups and cartons
- Replacing single-use products with refillable and reusable containers

Through source segregation, recycling partnerships, and responsible consumption practices, the company is advancing a circular approach to waste management, reducing landfill dependency, conserving resources, and promoting more sustainable daily operations.

## Unipal General Trading Company Strengthens Responsible Waste Management and Circular Practices

As part of its commitment to environmental responsibility and sustainable operations, Unipal Palestine implemented a comprehensive program for the safe management of electronic and operational waste, reinforcing its approach to minimizing environmental impact and promoting circular resource use.

A key component of this effort is Unipal Palestine's strategic partnership with the Ommar El-Ard Foundation to ensure the proper handling, recycling, and disposal of electronic waste, including batteries and related equipment. The program follows recognized environmental standards and regulatory requirements, and its successful implementation led to the company obtaining an E-Waste Management Certification, demonstrating Unipal Palestine's commitment to responsible lifecycle management of electronic materials.

In parallel, and as part of its broader waste reduction strategy, Unipal Palestine installed dedicated collection bins across its facilities to enable the segregation of paper and document waste at source. Through the same partnership, collected materials are securely destroyed and recycled, ensuring both data protection and environmental compliance.

These initiatives have enabled the recycling of more than 3 tons of electronic and paper waste each year, reducing landfill disposal and supporting resource recovery.



## Palestine Automobile Company Advances Circular Practices through Paper Waste Reduction

PAC launched a paper waste reduction and recycling initiative in 2025 to strengthen responsible resource management across its operations. The initiative is implemented in partnership with Ommar El-Ard Foundation, a certified local recycling service provider, and focuses on waste segregation at the source. To support this effort, PAC installed eight dedicated paper collection bins across its showrooms and service centres, enabling employees to separate paper waste as part of their daily activities.

Collected materials are gathered on a monthly basis and transferred to the recycling partner for environmentally sound processing, ensuring proper end-of-life management and reducing the environmental impact of office and operational waste.

146 |

Through this program, PAC is:

- Reducing the volume of paper waste sent to landfills
- Enhancing material recovery and supporting the circular use of resources
- Increasing employee awareness and engagement in sustainable waste management practices

The initiative strengthens PAC's environmental controls while embedding circular economy principles into routine operations, contributing to more efficient resource use and a lower operational footprint.



## Siniora Food Industries Company Jordan Improves Waste Performance through Employee Engagement and Operational Innovation

Siniora Jordan has strengthened its waste management performance through a comprehensive program that combines operational improvements, digital transformation, and active employee engagement across all job levels.

The company introduced source segregation bins in administrative buildings and open office areas to encourage proper waste separation at the point of generation. These efforts were reinforced through environmental and sustainability training for new employees, ongoing awareness campaigns, and the distribution of reusable water bottles to reduce reliance on single-use plastics.

To enhance efficiency and reduce paper consumption, Siniora Jordan transitioned from paper-based hazard reporting to a digital QR-code system, while also updating inspection and safety forms and activating digital awareness displays to promote environmental and safety practices.

At the operational level, the engineering team implemented targeted modifications to production equipment to minimize material losses and packaging waste. One key improvement resulted in a **75% reduction in defective packaging waste**, significantly lowering material consumption.

These combined efforts delivered measurable results. The company's recycling rate increased from 30% in 2024 to 37%, while overall waste management costs declined by 2.2% compared to the previous year.

Through continuous improvement and strong employee participation, Siniora Jordan is advancing a more efficient, cost-effective, and environmentally responsible waste management system.

## Sky Advertising and Promotion Company Encourages Key Suppliers to Adopt Sustainable Practices

As part of its commitment to promoting environmental sustainability, Sky encourages key suppliers to adopt sound environmental practices, such as reusing advertising materials in various forms.

While the management and end-of-life handling of billboard materials typically fall under supplier responsibility, this initiative reflects the company's proactive approach to encouraging circular practices across its value chain. The collaboration aims to reduce material waste by repurposing billboard components for alternative uses, thereby extending their lifecycle and minimizing their environmental impact.

By engaging suppliers on reuse and resource efficiency, the company is reinforcing a shared sustainability culture and strengthening environmental accountability throughout its supply network. This effort highlights the importance of partnership in advancing practical solutions that reduce waste and support more sustainable marketing and operational practices.



Waste produced and disposed, non-hazardous in tons



<b>4.45</b>	<b>1,125.50</b>	<b>1,787.34</b>	<b>680.70</b>	<b>33.98</b>	<b>6</b>	<b>16.70</b>
APIC	Siniora Palestine	Siniora Jordan	Polonez	MSS	TMS	NAPCO
<b>152.81</b>	<b>14.76</b>	<b>7.38</b>	<b>112.05</b>	<b>9.50</b>	<b>3,951.17</b>	
PAC	Unipal	Unipal Jordan	Reema	Sky	Total	

APIC Group generated a total of **3,951.17 tons** of non-hazardous waste across its companies. Out of this amount, **1,745.44 tons (44.2%)** were successfully diverted from disposal through reuse and recycling initiatives.



# الطعم الفخم



عشرة عُمر

جودة مضمونة

ضمان الجودة



100% بدون مواد حافظة  
No Preservatives

طعم القرمشة  
الشهي

06  
DV

جودة مضمونة

ضمان الجودة

2024

BASSAMCO



BS

Emissions Intensity Total Scope 1 emissions intensity 0.12 tons/ tons of product, and Scope 2 emissions intensity 0.02 tons/ tons of product.

## CO2 FOOTPRINT

APIC Group is dedicated to reducing its emissions footprint as part of its commitment to environmental sustainability. Understanding the importance of mitigating greenhouse gas emissions for a healthier planet, APIC has implemented various initiatives aimed at reducing emissions across its operations.

One key strategy employed by APIC Group is reducing energy consumption and the adoption of cleaner and more efficient energy sources, outlined in the Energy section of this report. The company also invests in renewable energy technologies such as solar power, and makes them available to the market, to reduce reliance on fossil fuels and lower carbon emissions associated with energy consumption.

Moreover, APIC is committed to continuously monitoring and tracking its emissions performance to identify opportunities for further reduction. The company conducts regular assessments, utilises advanced filtration mechanisms, and audits to measure its emissions output and identify areas for improvement. By setting emission reduction targets and implementing emission reduction initiatives, APIC strives to continuously reduce its environmental impact and contribute to global efforts to combat climate change.

### CO2 production in tons

Scope 1 Emissions (tCO2e)



<b>24</b>	<b>597</b>	<b>2,866</b>	<b>2,628</b>	<b>315</b>	<b>21</b>	<b>171</b>
APIC	Siniora Palestine	Siniora Jordan	Polonez	MSS	TMS	NAPCO
<b>33.5</b>	<b>30,625</b>	<b>1,643</b>	<b>50</b>	<b>10</b>	<b>38,982</b>	
PAC	Unipal	Unipal Jordan	Reema	Sky	Total	

Scope 2 Emissions (tCO2e)



<b>-4,934</b>	<b>2,370</b>	<b>3,384</b>	<b>2,181</b>	<b>251</b>	<b>220</b>	<b>900</b>
APIC	Siniora Palestine	Siniora Jordan	Polonez	MSS	TMS	NAPCO
<b>349</b>	<b>209</b>	<b>84</b>	<b>230</b>	<b>65</b>	<b>5,308</b>	
PAC	Unipal	Unipal Jordan	Reema	Sky	Total	

152 |

### Siniora Food Industries Palestine Modernizes Fleet Operations to Reduce Emissions

As part of its efforts to improve operational efficiency and reduce environmental impact, the company upgraded its logistics fleet by replacing older delivery trucks with a modern vehicle featuring double the transport capacity.

This transition enabled the company to move larger volumes per trip, significantly reducing the number of transport journeys required. In addition, the newer vehicle's advanced engine technology improved fuel efficiency and lowered exhaust emissions compared to the older trucks.

The upgrade also contributed to operational benefits, including reduced maintenance needs, fewer oil changes, and improved vehicle reliability, resulting in lower resource consumption and operating costs.

Together, these improvements have reduced transportation-related emissions and supported a measurable decrease in the company's overall carbon footprint—demonstrating how operational modernization can deliver both environmental and business value.

## National Aluminium and Profile Company Advances Cleaner Production through Green Branding Technology

As part of its commitment to environmental protection and cleaner production practices, NAPCO implemented a process transformation by replacing liquid spray painting used on wooden pallets with electric heat branding technology.

Previously, pallet marking required the use of approximately 12 spray paint cans per week, equivalent to 624 cans annually (about 187 Liters of paint). This process generated metal waste from empty cans, released chemical fumes into the workplace environment, and resulted in estimated emissions of approximately 320 kg of CO<sub>2</sub> per year.

Under the new system, pallet marking is performed using electric heat branding powered by on-site solar energy, eliminating the need for paint and associated chemicals. The transition has resulted in:

- Zero chemical emissions
- Zero hazardous or metal waste
- A healthier indoor working environment with improved air quality
- Approximately 70% reduction in material costs

By eliminating chemical inputs and utilizing clean energy, the initiative reduces environmental impact while improving workplace conditions and operational efficiency.



### **Siniora Food Industries Company Jordan Strengthens Energy Efficiency and Reduces Emissions**

Siniora Jordan continues to advance its environmental performance through targeted initiatives to improve energy efficiency and reduce greenhouse gas emissions across its operations.

A major milestone was the full transition from diesel-fired boilers to LPG-powered boilers equipped with modern heat exchangers. This upgrade improved combustion efficiency and energy utilization, resulting in a 9% reduction in fossil fuel energy consumption per ton of product. The transition also contributed to a significant 21% reduction in CO<sub>2</sub>-equivalent emissions, while lowering operational risks associated with liquid fuel storage and potential spills.

In parallel, the company began electrifying its transport fleet by replacing five conventional vehicles with electric vehicles (EVs). This shift saved approximately 11,950 Liters of fuel and avoided 27,719 kg of CO<sub>2</sub> emissions, supporting cleaner and more sustainable mobility within operations.

Siniora Jordan also enhanced its renewable energy performance by upgrading its photovoltaic (PV) solar system with higher-efficiency panels. Combined with preventive maintenance and professional cleaning programs, the upgrade increased total solar electricity generation by 1.3% compared to the previous year.

Through these integrated efforts—cleaner fuel use, fleet electrification, and improved renewable energy performance—Siniora Jordan continues to reduce its carbon footprint while strengthening energy resilience and operational sustainability.

# BIODIVERSITY

APIC Group recognizes the critical importance of biodiversity conservation and is committed to promoting biodiversity across its operations. As a responsible corporate citizen, APIC understands that preserving biodiversity is essential for the health of ecosystems, the sustainability of natural resources, and the well-being of communities.

One way APIC Group contributes to biodiversity conservation is through responsible land management practices. The company ensures that its operations are conducted in a manner that minimizes impact on natural habitats and ecosystems, and actively endeavours to confine its operations to designated industrial zones.

APIC Group recognizes the importance of raising awareness about biodiversity conservation among its employees, stakeholders, and the broader community. The company provides training to its employees to promote understanding of biodiversity issues and encourages sustainable practices both within and outside the organization.

### **National Aluminium and Profile Company Enhances Green Spaces to Support Community Wellbeing**

At NAPCO, environmental responsibility is viewed as a shared commitment to both the environment and the surrounding community. When a neighboring property owner began constructing a residence adjacent to NAPCO's vacant industrial land, the company took proactive steps to ensure a positive and responsible interface with the residential area.

Ahead of any development or industrial activity on the site, NAPCO constructed a 4-meter reinforced concrete boundary wall topped with a green fence, fully funded by the company and completed early in the construction phase. To further enhance the visual and environmental quality of the area, trees were planted along the boundary to create a natural green buffer.

Building on this initiative, NAPCO expanded its efforts by implementing a broader tree-planting program across the entire property. The additional greenery was designed to improve the local landscape, support biodiversity, reduce dust and visual impact, and contribute to a healthier environment for nearby residents.

These actions were taken despite the land currently being vacant and not in active industrial use, reflecting NAPCO's proactive approach to environmental stewardship. By investing in green spaces beyond regulatory requirements, the company continues to demonstrate that sustainability is not only a compliance obligation, but a core value embedded in its operations and community relations.

### **Polonez celebrates Employees While Supporting the Environment**

As part of its ESG initiatives, Polonez introduced a unique employee engagement program that combines recognition with environmental action. Under the initiative, a tree is donated in the name of each employee celebrating a birthday, reinforcing the company's commitment to sustainability while recognizing its people.

At the beginning of every month, employees with birthdays receive a celebratory SMS message. At the same time, a tree is planted on their behalf through the TEMA Foundation, a well-established environmental organization in Türkiye. Each participating employee receives a personalized certificate of appreciation, creating a meaningful and lasting connection between personal milestones and environmental impact. On average, the program honours around 40 employees each month.

The initiative was formally launched through a company-wide email and awareness posters displayed across factory noticeboards, ensuring broad visibility and employee engagement. Beyond its environmental contribution, the program also responds to sustainability observations raised during client factory audits, demonstrating APIC's proactive approach to strengthening environmental practices while fostering a culture of appreciation and shared responsibility.

**The Palestine Automobile Company introduce a dedicated initiative to support both environmental sustainability and employee wellbeing**

In 2025, PAC created green spaces filled with plants and greenery to provide employees with a calm and relaxing area for rest and improved mental health. These natural surroundings enhance the workplace atmosphere, promote a sense of wellbeing, and contribute to a healthier and more productive environment.





Siniora Food Industries PLC

شركة سنيورة للصناعات الغذائية م.م



Siniora Food Industries  
Headquarters Jordan

# GRI CONTENT INDEX

GRI Number	Disclosure	Where to find
GRI2-1	Organizational details	Annual Report
GRI2-2	Entities included in the organization's sustainability reporting	Introduction
GRI2-3	Reporting period, frequency and contact point	Introduction
GRI2-4	Restatements of information	Not applicable
GRI2-5	External assurance	Not available
GRI2-6	Activities, value chain and other business relationships	Annual Report
GRI2-7	Employees	Employees
GRI2-8	Workers who are not employees	Non-Employees
GRI2-9	Governance structure and composition	Annual Report
GRI2-10	Nomination and selection of the highest governance body	Annual Report

GRI Number	Disclosure	Where to find
GRI2-11	Chair of the highest governance body	Annual Report
GRI2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability
GRI2-13	Delegation of responsibility for managing impacts	Sustainability
GRI2-14	Role of the highest governance body in sustainability reporting	Sustainability
GRI2-15	Conflicts of interest	Conflicts of Interest
GRI2-16	Communication of critical concerns	Speak-up Culture
GRI2-17	Collective knowledge of the highest governance body	<a href="#">APIC website</a>
GRI2-18	Evaluation of the performance of the highest governance body	Not available
GRI2-19	Remuneration policies	Annual Report
GRI2-20	Process to determine remuneration	Annual Report
GRI2-21	Annual total compensation ratio	Not available

GRI Number	Disclosure	Where to find
GRI2-22	Statement on sustainable development strategy	CEO Statement
GRI2-23	Policy commitments	Policy commitments
GRI2-24	Embedding policy commitments	Policy commitments
GRI2-25	Processes to remediate negative impacts	Policy commitments
GRI2-26	Mechanisms for seeking advice and raising concerns	Speak-up Culture
GRI2-27	Compliance with laws and regulations	Management control practices
GRI2-28	Membership associations	Not available
GRI2-29	Approach to stakeholder engagement	Stakeholders
GRI2-30	Collective bargaining agreements	None
GRI3-1	Process to determine material topics	Materiality
GRI3-2	List of material topics	Materiality

GRI Number	Disclosure	Where to find
GRI3-3	Management of material topics	Materiality
GRI3-4b	Omissions	None
GRI201-1	Direct economic value generated and distributed	Annual Report
GRI201-2	Financial implications and other risks and opportunities due to climate change	Risk Management
GRI201-3	Defined benefit plan obligations and other retirement plans	Employees
GRI201-4	Financial assistance received from government	None
GRI202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Employees
GRI202-2	Proportion of senior management hired from the local community	Not available
GRI203-1	Infrastructure investments and services supported	Economy
GRI203-2	Significant indirect economic impacts	Economy
GRI204-1	Proportion of spending on local suppliers	Supply chain

GRI Number	Disclosure	Where to find
GRI205-1	Operations assessed for risks related to corruption	Anti-Corruption
GRI205-2	Communication and training about anti-corruption policies and procedures	Training
GRI205-3	Confirmed incidents of corruption and actions taken	None
GRI207-1	Approach to tax	Annual Report
GRI207-2	Tax governance, control, and risk management	Annual Report
GRI207-3	Stakeholder engagement and management of concerns related to tax	Annual Report
GRI207-4	Country-by-country reporting	Annual Report
GRI301-1	Materials used by weight or volume	Not available
GRI301-2	Recycled input materials used	Not available
GRI301-3	Reclaimed products and their packaging materials	Not available
GRI302-1	Energy consumption within the organization	Energy

GRI Number	Disclosure	Where to find
GRI302-2	Energy consumption outside of the organization	Not available
GRI302-3	Energy intensity	Energy
GRI302-4	Reduction of energy consumption	Energy
GRI302-5	Reduction in energy requirements of products and services	Energy
GRI303-1	Interactions with water as a shared resource	Water
GRI303-2	Management of water discharge-related impacts	Water
GRI303-3	Water withdrawal	None
GRI303-4	Water discharge	Water
GRI303-5	Water consumption	Water
GRI304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity
GRI304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity

GRI Number	Disclosure	Where to find
GRI304-3	Habitats protected or restored	Biodiversity
GRI304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	None
GRI305-1	Direct (Scope 1) GHG emissions	CO <sub>2</sub> footprint
GRI305-2	Energy indirect (Scope 2) GHG emissions	CO <sub>2</sub> footprint
GRI305-3	Other indirect (Scope 3) GHG emissions	Not available
GRI305-4	GHG emissions intensity	CO <sub>2</sub> footprint
GRI305-5	Reduction of GHG emissions	Not available
GRI305-6	Emissions of ozone-depleting substances (ODS)	Not available
GRI305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Not available
GRI306-1	Waste generation and significant waste-related impacts	Waste
GRI306-2	Management of significant waste-related impacts	Waste

GRI Number	Disclosure	Where to find
GRI306-3	Waste generated	Waste
GRI306-4	Waste diverted from disposal	Waste
GRI306-5	Waste directed to disposal	Waste
GRI308-1	New suppliers that were screened using environmental criteria	Not available
GRI308-2	Negative environmental impacts in the supply chain and actions taken	Not available
GRI401-1	New employee hires and employee turnover	Employees
GRI401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees
GRI401-3	Parental leave	Employees
GRI402-1	Minimum notice periods regarding operational changes	Employee Code of Conduct ((not publicly available
GRI403-1	Occupational health and safety management system	Health and safety
GRI403-2	Hazard identification, risk assessment, and incident investigation	Health and safety

GRI Number	Disclosure	Where to find
GRI403-3	Occupational health services	Health and safety
GRI403-4	Worker participation, consultation, and communication on occupational health and safety	Health and safety
GRI403-5	Worker training on occupational health and safety	Health and safety
GRI403-6	Promotion of worker health	Health and safety
GRI403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety
GRI403-8	Workers covered by an occupational health and safety management system	Health and safety
GRI403-9	Work-related injuries	Not available
GRI403-10	Work-related ill health	None
GRI404-1	Average hours of training per year per employee	Training
GRI404-2	Programs for upgrading employee skills and transition assistance programs	Training
GRI404-3	Percentage of employees receiving regular performance and career development reviews	Management Control Practices

GRI Number	Disclosure	Where to find
GRI405-1	Diversity of governance bodies and employees	Diversity and Inclusion
GRI405-2	Ratio of basic salary and remuneration of women to men	Not available
GRI406-1	Incidents of discrimination and corrective actions taken	None
GRI407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None
GRI408-1	Operations and suppliers at significant risk for incidents of child labour	Not available
GRI409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Not available
GRI410-1	Security personnel trained in human rights policies or procedures	Not available
GRI411-1	Incidents of violations involving rights of indigenous peoples	None
GRI413-1	Operations with local community engagement, impact assessments, and development programs	CSR
GRI413-2	Operations with significant actual and potential negative impacts on local communities	Not available
GRI414-1	New suppliers that were screened using social criteria	Not available

GRI Number	Disclosure	Where to find
GRI414-2	Negative social impacts in the supply chain and actions taken	Not available
GRI415-1	Political contributions	None
GRI416-1	Assessment of the health and safety impacts of product and service categories	Customer health and safety
GRI416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None
GRI417-1	Requirements for product and service information and labelling	Customer health and safety
GRI417-2	Incidents of non-compliance concerning product and service information and labelling	None
GRI417-3	Incidents of non-compliance concerning marketing communications	None
GRI418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None



## Palestine

Ramallah, Al-Ayyam Street  
Palestine Automobile Company Building, 3rd Floor  
P.O. Box 2396, Ramallah, Palestine  
Tel: +970 2 297 7040  
Fax: +970 2 297 7044

[apic@apic.com.jo](mailto:apic@apic.com.jo)

## Jordan

Amman, Dabouq  
Intersection of Al-Ikram and Saleh Al-N'aimat Streets  
P.O. Box 941489, Amman 11194 Jordan  
Tel.: +962 6 556 2910  
Fax: +962 6 556 2915

[www.apic.ps](http://www.apic.ps)