INDEVCO

2019-2022

GLOBAL SUSTAINABILITY

A GRI-Referenced Report



Rooted in Sustainability

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A Message from Our Chairman CEO



> **Tomorrow and what it brings aren't guaranteed and we must work to leave the world a better place than we received it.**

As we moved into the new decade [2020], we left behind life and business as we knew them and entered into a new era marked with volatility, uncertainty, and chaos. 'We Listen to Change' with resilience, hard work, and commitment, and we developed a new normal post-COVID19. This approach empowered us to be exceptionally agile and to swiftly react to unforeseen events. It allowed us to proactively prepare ourselves to withstand the storm that we have been living through the first few years of this decade. One critical fact came to the forefront over 2019-2022, those who fail to work towards sustainability – environmental, social, economic, and product – as a key business priority will inevitably vanish.

We are a company founded on a philosophy that emphasizes creating business value by focusing on the wellbeing and needs of the community and our people. This philosophy and our core values helped us steer through turbulent waters and come out stronger. Our mission extends from our homes to the company and transcends beyond the organization to the community. As such, even in the most challenging times, it was crucial to maintain INDEVCO's environmental and social initiatives. Sustainability and Corporate Social Responsibility (CSR) are not from the excess, the fat that we usually seek to eliminate in the consolidation process. On the contrary, it forms the very foundation of our endeavors.

During this time, an important question arose: How can our organization, INDEVCO, as a structure, achieve sustainability? If we learned anything from the monumental events of the past three years, it is that we must reevaluate our priorities and continuously strive to do better for the sake of our families, employees, stakeholders, partners, and company. Tomorrow and what it brings aren't guaranteed and we must work to leave the world a better place than we received it. Corporate sustainability is a strategic priority that we must embed in the fabric of the organization to secure continuity and drive business growth and longevity.

Today, we are still heavily focused on UN Sustainable Development Goals and UN Global Compact (UNGC) Ten Principles on anti-corruption, environment, human rights, and labor. Our pillars of sustainability are environment, product, community, and employee. As a large, diversified multinational company, we address environmental sustainability in terms of renewable energy, circular economy, reduced resource consumption, and recycling, but one essential aspect that we will further focus on heavily is our carbon footprint. Our leaders across the group will be responsible for integrating the mindset into strategic planning to assess our footprint and take positive action.

Our products must be sustainable. We must continuously consider: what will happen to our products once they reach the end of their lifecycle? How can we make them circular? How are our products recycled? How do we integrate recycled materials whenever possible? How can we optimize energy during the production process? We focus on the manufacturing process, materials used, and product design for circularity, emphasizing research and development to minimize product carbon footprint and waste.

Caring for the community is our modus operandi. Our organization was established by individuals and is structured around them, hence the 'People First' slogan and INDEVCO's primary philosophy, 'What is good for the community is good for the company'. If we neglect to observe and address what is happening in the community, we will face extinction and entire communities could disappear. When operating abroad, we are particularly mindful of the ecosystem we evolve in, nurturing our surroundings to make sure we are fully embraced and integrated. We strive to contribute, to add value to every country we operate in, bringing along our universal moral values and principles. This is fundamental. The values that define INDEVCO are not confined to Lebanon or its immediate surroundings; they extend to every corner of the globe.

Finally, nurturing the people within the INDEVCO family is the most crucial element. We have to consider how to preserve and nurture our employees, starting from the recruitment process and selecting individuals who align with our values to become members of our extensive family. Subsequently, we focus on how to train them, elevate their knowledge, keep them motivated, communicate our philosophy effectively, and establish technical, structural, and systemic connections with them to ensure coherent feedback loops. In line with our value 'Servant Leadership', our leaders are tasked with collectively considering the prospects of the third, fourth, and fifth generations within INDEVCO, and how to nurture and guide these generations of future leaders.

The world we lived in and the dynamics we worked with changed dramatically over the past four years. As such, this report will cover our sustainability progress and initiatives over 2019, 2020, 2021, and 2022.

Neemat G. Frem
INDEVCO Chairman CEO

In this GRI-referenced report, the numbers in the side margins represent GRI Standards disclosure numbers. All data included in this report is as of 31 December 2022.

Getting to Know
INDEVCO



Who We Are

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Headquartered in Lebanon, INDEVCO Group is a private diversified multinational group employing over 11,500 persons in over 100 operations in Europe, the Middle East and North Africa (MENA), and the United States (U.S.). We are one of the largest employers in the MENA region, supporting the economic empowerment of the local workforce. Founded in 1956 on our sustainable philosophy "What is good for the community, is good for the company" *, INDEVCO has listened to change over the decades, identifying community needs and finding solutions through business diversity and development.

*See Ethics & Integrity on page 20

Continuously diversifying and integrating both vertically and horizontally, we operate 47 manufacturing plants and 61 service, trading, & other commercial companies producing an eclectic range of business-to-business and business-to-consumer products*. INDEVCO manufacturing operations are divided into 5 divisions with one consultancy pillar*.

*See Our Manufacturing, Operations, Products, & Consultancy Services on page 10

Over 65 years
of manufacturing & consultancy experience

11,500+ employees in 18 countries *

108 operations

We focus on providing equal opportunities and cultural diversity with policies that support work-life balance and encourage women to join and stay in the workforce. Unfortunately, the World Economic Forum shares that women represent 30% of the workforce across all manufacturing industries globally, with women comprising 33% of junior-level staff, 24% of mid-level staff, and only 9% of CEOs [1]. If we zoom into the Middle East and North Africa, the World Bank reports that the overall female labor force participation rate remained 19% from 2019 to 2022 [2].

Our global recruitment team puts significant effort into attracting women for jobs across our operations. Due to the nature of our industry, and the region in which we predominantly operate, we strive to empower women and provide them with opportunities to grow and develop their potential. Currently, women comprise 7% of our total workforce with the number rising to 16% in administrative roles across our operations in Bahrain, Egypt, Greece, Iraq, Lebanon, Saudi Arabia, the United Arab Emirates, and the United States (U.S.). Some obstacles include gender roles and stereotypes in regional (MENA) patriarchal cultures, perceptions of male-dominated industries, and misconceptions that manufacturing jobs require high physical aptitude, with unsafe working environments.

All efforts are being put in place to remove any misconceptions and create a nurturing environment to attract as many women as possible and balance the gender distortion. One of our main programs is our maternity policy, which focuses on fostering work-life balance and supporting women with children to stay professionally active while continuing to embrace their fundamental role as key caregivers.

It is to know, that all our employees work full-time, and we have approximately 800 daily hired (temporary) employees in Saudi Arabia.

*See 'Fostering a Diverse & Inclusive Environment' on page 138

As a privately-owned company, INDEVCO does not publicly disclose net sales.

In addition to the divisions and pillars listed under 'Our Manufacturing, Operations, Products, & Consultancy Services' this count includes HQ administrative employees, as well as other employees that do not fall under the below divisions.

References

[1] World Manufacturing Foundation. (2022). Women in Manufacturing. https://worldmanufacturing.org/women-in-manufacturing/

[2] World Bank. (2022). Labor force, female (% of total labor force) – Middle East & North Africa. https://data worldbank.org/indicator/SL.TLF.TOTL.FE.ZS?locations=ZQ&name_desc=false

Our Manufacturing Operations, Products & Consultancy Services

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2
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INDEVCO Consumer Products

4,000+ Employees

12 Manufacturing Plants

8 Countries

INDEVCO Consumer Products division manufactures consumer disposables for adult, baby, family, feminine, tissue products, and other household care. The division also produces professional and paramedical away-from-home (AFH) disposable products. The division has also launched a sustainable brand of consumer disposables, Sanita Natura.

The division's products include: adult & baby diapers, aluminum containers, aluminum foil, cleaners, cling film, coasters, combo boxes, cotton, detergent, dispensers, facial tissue, feminine napkins, food storage bags, garbage bags, gloves, gowns and aprons, meal boxes, napkins, oven bags and baking sheets, pack carriers, panty liners, paper bags, paper cups, paper sheets, paper towels, plates and cutlery, pocket tissue, pre-cut lids, refills, sandwich boxes, sanitizers, table covers, table napkins, toilet tissue, toiletries, towels, trash bags, underpads, and wet wipes.

In February 2020, INDEVCO launched 961Home, a mobile application and website. Through this delivery platform, INDEVCO Consumer Products division supplies both Sanita products, as well as Délices du Monde brand of beverage and food products including coffee, tea, breakfast cereals, cereal bread, cookies, jam and spreads, pickles and olives, and herbs/spices dressing.

** See a comprehensive list of products and brands at https://www.indevcogroup.com/products/ & https://961home.com/en*

INDEVCO Flexible Packaging

3,000 Employees

22 Manufacturing Plants

10 Countries

INDEVCO Flexible Packaging division manufactures plastic films for all applications, additives, as well as paper packaging and sheets. The division also produces flexographic and rotogravure packaging printing inks, as well as digital printed pouches. The subsidiary Napco National's Flexible Packaging division has launched Gaia sustainable brand of paper and plastic packaging.

The division has established leading waste collection, segregation, washing, and recycling services, as we grow a circular economy in our core locations of operations.

** See a comprehensive list of products and brands at https://www.indevcogroup.com/products/*

INDEVCO Paper Containers

1,700+ Employees

8 Manufacturing Plants

6 Countries

INDEVCO Paper Containers division manufactures single, double, and triple wall corrugated boards and converts them into various packaging and display solutions, including corrugated and solid board cartons, corrugated sheets, corrugated containers, point of purchase (POP) displays, and shelf-ready packaging.

The division added recycling fluting to our portfolio after recent developments in Greece. We also produce printing plates for high-quality printing on corrugated packaging.

** See a comprehensive list of products and brands at https://www.indevcogroup.com/products/*

INDEVCO Paper Making

800+ Employees

3 Manufacturing Plants

3 Countries

INDEVCO Paper Making division manufactures virgin and recycled jumbo tissue rolls for converting into facial tissue, paper towels, napkins, and toilet tissue. Upon the acquisition of operations in Greece, the division added recycled liner board to its portfolio of products.

** See a comprehensive list of products and brands at https://www.indevcogroup.com/products/*

Phoenix Group of Companies

150 Employees

10 Manufacturing, Service, & Trading Operations

3 Countries

Phoenix Group of Companies manufactures or supplies a wide and eclectic range of products from furniture manufacturing & prefab installations to hygiene & tissue converting machinery, high-precision CNC parts, automation, power management & MEP services, to renewable energy solutions. Renewable energy solutions include LED & solar lighting, biomass & PV solar power, waste management sorting lines & plants, composting & waste-to-energy solutions, water hydropanels, solar heaters, and PV pumping systems.

Over the past four years, Phoenix Group has diversified further, venturing into manufacturing and supplying medical devices, such as respiratory ventilators, and electric vehicles.

** See a comprehensive list of products and brands at https://www.indevcogroup.com/products/*

INDEVCO Consultancy

95 Employees

12 Functions/ Departments

Lebanon

INDEVCO Consultancy is a Lebanon-based consultancy firm that carries over six decades of experience in diversified manufacturing and industry. As a proud pillar of the multinational manufacturing group, INDEVCO, the firm began its journey serving over 70 INDEVCO sister companies across the Middle East, North Africa, Europe, and the U.S. Building on decades of hands-on experience, INDEVCO Consultancy offers comprehensive services spanning across multiple industries, to help organizations across the private and public sectors identify growth opportunities. Our services include Customer Experience & Retention Strategies, Exhibition Strategy & Management, Information Systems & Business Intelligence, Insurance & Safety Risk Management, Risk Assessment & Internal Audit Advisory, Lead Generation & Customer Acquisition Programs, People Strategy & Organization Development, Marketing & Sales Enablement, Sustainability Strategy & Governance, Business Process Improvement & Excellence, Strategic Sourcing & Supply Chain Optimization, and IT Solutions & Consultancy.

**See a comprehensive list of consultancy services at www.indevcoconsultancy.com*

Brands

Consumer Disposables & Away-From-Home Brands

Sanita, Baby Dreams, Sanita Bambi, Bouquet, Baby Care, Charm, Sanita Club, Délices Du Monde, Delicia, Sanita Elegance Adult Diapers, Sanita Elegance, Fam, Fam Protect, Freshdays natural cotton feel, Gipsy, Greenex, Hala, Happies, kiddy, Marvel, Sanita Medica Underpad, missteen private, MyBaby, Natura, private Natural cotton feel, Fam Relax, Roitex, Sanita Rosana, Sanita, Sanita Classic, Sanita Hand Sanitizer, Sanita Handy, سانيتا, Sanita Super Matwiya, Sanita My Home, Sanita serv-u, Softel, Tendrex Adult Diapers

Flexible Packaging Brands

AgriSmart · AGROW by Masterpak sal · Aqua-peel · BARRICADE BUILDING PRODUCTS

corepak · DIGIPOLY · Gaia · GLASS CLEAR®

Green Shield · micro|MB · PETFORM · Polytek

SW · SWEco · SWFit · SWPrimo

Corrugated Packaging Brands

BOX to GO Small orders. Big solutions. · PULP ORGANIC LIVING

EASTERNPAK the shop · UNIPAK the shop · UNIPAKHELLAS the shop · UNIPAKNILE the shop

Phoenix Brands

PHOENIX Energy · PHOENIXEV · PHOENIX Green Living

PHOENIX Hellas · PHOENIX Medical · PHOENIX Medline

INDEVCO at a Glance



Exporting to over

100 Countries

★ **International HQ**
INDEVCO sal.
Ajaltoun, Lebanon

★ **Regional HQs**
Napco National CJSC
Dammam, Saudi Arabia

INDEVCO North America, Inc.
Doswell, Virginia, USA

INDEVCO Hellas
Greece, Athens

■ **Distribution Hubs**
UK, USA, Egypt, Nigeria, Tunisia, France, Greece, Cyprus, Bahrain, Iraq, Jordan, Lebanon, Oman, Saudi Arabia, United Arab Emirates

● **Commercial Companies & Sales Offices**
Algeria, Bahrain, Cyprus, Egypt, UK, France, Iraq, Jordan, Kuwait, Lebanon, Morocco, Nigeria, Oman, Qatar, Saudi Arabia, Spain, Tunisia, UAE, USA

● **Manufacturing Locations**
Egypt, Ghana, Greece, Cyprus, Iraq, Lebanon, Saudi Arabia, UAE, USA

■ **Export Countries**

Serving 18 sectors


Agriculture


Beverage


Building & Construction


Chemical & Petrochemical


Dairy & Ice Cream


Food


Healthcare


Household Care


Hygiene Converting


Other Manufacturing


Personal Care


Plastics Converting


Renewable Energy


Retail & Wholesale


Tissue Converting


Transportation & Warehousing


Institutional (Away-from-Home AFH)


Consumer Retail

See full list of Export countries in Appendix A on GRI Content Index & Appendices document at https://sustainability.indevcogroup.com/
See full list of Origin of Supplier countries in Appendix B on GRI Content Index & Appendices document at https://sustainability.indevcogroup.com/
See full list of companies included in the financial statement in Appendix C on GRI Content Index & Appendices document at https://sustainability.indevcogroup.com/

Significant Changes

Part of INDEVCO Group's growth mechanism is to continuously expand operations to meet its strategic objectives and community needs.

Consultancy Services

Over the decades, INDEVCO central service departments have built extensive business expertise, setting forth strategies and processes, and developing systems across INDEVCO globally to enhance business performance and meet international standards. While these departments served INDEVCO Group companies worldwide over the decades, in 2020, the company launched a new pillar, INDEVCO Consultancy, to expand services to external businesses and markets. Leveraging its knowledge and experience in 12 functions, INDEVCO Consultancy supports regional businesses in implementing best practices and achieving operational excellence.

New Acquisitions

PAKO SA, acquired in 2018, was fully integrated under the UNIPAKHELLAS umbrella and as such changed its company name to UNIPAKHELLAS Central SA in 2021 to unify our branding in Greece. In 2021, INDEVCO established a new entity, UNIPAKHELLAS North (Single Member SA), that acquired assets and part of the liabilities and brand of Haitoglou - Hartel SA, a corrugated board and cardboard producer in Greece since 1979. In 2021, INDEVCO also expanded its renewable energy operations through the acquisition of Spanercom Ltd in Cyprus.

Facility Openings

On our continuous journey to explore new avenues of business and serve the market with quality products, INDEVCO established in 2019 Blue Ridge SAL in Lebanon and its first e-commerce platform 961 home to venture into food industry and online distribution. In 2020, INDEVCO further expanded by launching Blue Ridge Ltd trading operation in Iraq for its consumer disposable products, and in 2022, launched Blue Ridge Arabia Food Manufacturing L.L.C. in the United Arab Emirates, as well as its e-commerce platform My 971 Home serving the Emirates.

In 2021, INDEVCO incorporated INDEVCO Group Hellas (single-member) S.A., offering consultancy services in Greece. Phoenix Hellas (single-member) was also launched in the same year for trading and manufacturing, as well as engineering, procurement, and construction of renewable energy projects in Greece. With a focus on expanding renewable energy as a strategic priority for countries with abundant solar energy, INDEVCO established Phoenix Power 2 (Cyprus) Ltd as a special purpose vehicle for photovoltaic (PV) project developments and Phoenix Power Estate (Cyprus) Ltd, a real estate development operation.

In 2022, INDEVCO established SeaPéra SAL, a logistic service company, in Lebanon.

In 2019, Napco National, a subsidiary of INDEVCO, established three plastic packaging manufacturing plants, Napco Plastics, Napco Industry, and Napco Manufacturing, as well as a consumer products manufacturer, Napco Paper Products in Saudi Arabia. In 2020, the company launched a main office and trading facility, Napco National for General Trading in Bahrain, and a trading operation Napco National General Trading L.L.C. in the UAE. Continuing its expansion in the Gulf Cooperation Council (GCC) region, it launched the trading operation Napco Marketing and Distribution SPC in Oman in 2021. In 2022, the company also set up a manufacturing operation, Napco Industrial - Sole Proprietorship L.L.C, and a trading branch, Napco National General Trading L.L.C. in the UAE, as well as set-up seven warehouses across Saudi Arabia.

Divesting Phoenix Power One SAE in Egypt

As part of its strategic objectives and timeline, INDEVCO sold its shares in Phoenix Power One SAE, its 64 MWp photovoltaic (PV) power plant in Benban, Egypt in 2021.

Expanding Operations in the USA

INDEVCO's U.S. operations renamed its central operations from INDEVCO Plastics, Inc. to INDEVCO North America to account for more diversified business growth. North American operations include INDEVCO Plastics Longview LLC, a plastics packaging manufacturer, and Specialty Coating & Laminating LLC (SC&L), an extrusion coating and laminating plant. In 2020, we established INDEVCO Plastics Orangeburg LLC in Orangeburg, South Carolina and finished the greenfield building in 2021. In 2022, the company began operations.

Our Supply Chain

With manufacturing operations around the world, INDEVCO has established a complex supply chain operation to support its needs and growing requirements. Strong relationships with suppliers, leveraging economies of scale, and working in strong cooperation with local procurement teams to secure the ideal supplier agreements, have been one of the keys of the Group's successes. GESPA, INDEVCO's centralized Procurement and Logistics operation, works with divisional procurement teams to evaluate and select local, regional, or international suppliers from its global supply network based on stringent requirements for quality raw materials, finished goods, and services.

The different business units purchase machinery and spare parts, raw materials, packaging, logistics and transport, warehousing, and travel services from global suppliers.

Several of INDEVCO's corrugated and flexible packaging manufacturing companies in Lebanon, Saudi Arabia, and the UAE are monitored by Sedex Members Ethical Trade Audit (SMETA) audit.

See full list of Supplier countries in Appendix B on GRI Content Index & Appendices document on https://sustainability.indevcogroup.com/



Supplier Code of Conduct

As a multinational group of manufacturing and trading companies, INDEVCO has set up a comprehensive list of suppliers from across the world. Therefore, INDEVCO's impact extends beyond its effects on the communities and environments served directly. As such, it has developed a simple Supplier Code of Conduct that requires its suppliers to respect economic, social, and environmental good practices. The policy aligns with the UN Global Compact's tenth principle of anti-corruption by requiring ethical business conduct across its supply chain.

INDEVCO subsidiary, Napco National, requires all suppliers to read and sign its Supplier Code of Conduct as part of the purchase agreements. INDEVCO North America also implements its own Supplier Code catering to the unique/different regional standards and requirements in which it operates.

**See INDEVCO Supplier Code of Conduct policy at https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Supplier-Code-of-Conduct.pdf.*

Supplier Impact Assessment

In 2019, INDEVCO sustainability team surveyed key suppliers across select divisions for environmental and social impacts, as well as evaluated the group's paper supply chain of custody. Working with divisional procurement and centralized procurement teams, the team set up SupplyShift technology platform to trace, evaluate, and engage top suppliers in the supply chain.

Our Culture

Ethics & Integrity

At INDEVCO, we're not just a company; we're a vibrant canvas of mission and values. Our foundation is forged from the visionary principles and philosophy of our founder, Georges N. Frem. His philosophy fuels an inclusive and ethical culture that resonates in every corner of our global operations.

Our core values are the heartbeat of our organization and shape our motivational messages and communications, painting a vivid picture of who we are.

We believe that nurturing this spirit starts from day one as part of our onboarding experience for new team members. Furthermore, our annual 360-degree performance evaluation ensures that every employee's dedication to these values is assessed and recognized.

Corporate Philosophy

> **What is good for the community is good for the company. What is good for the company, we will strive to do excellently and in a way that enriches the lives of our people.**
>
> The objective of each member company will be to resolve one or more of the problems, which now hamper the social and economic development of the community. They will demonstrate that private companies with social spirit, can, in some areas, contribute more effectively than government institutions. In solving these problems, they can also be profitable and finance their own growth.

Core Values



Displaying self-motivation in taking calculated risks and initiatives of a significant strategic contribution



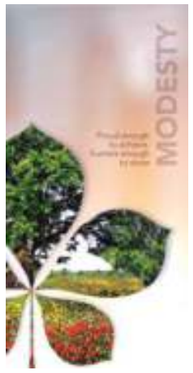
Creating a feeling of belonging, supporting, and caring for each other, and being there in times of need



Going the extra mile to overcome challenges, get things done, and achieve business objectives



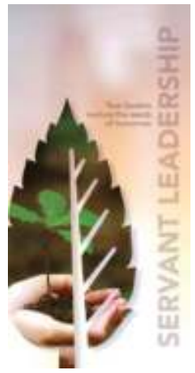
Acting and interacting with integrity, transparency, and credibility with self and towards others



Behaving and communicating with humility, sincerity, and respect toward others



Working to high standards of accuracy without losing sight of the big picture



Sacrificing self-interest for the good of the group and serving others equally

See www.indevcogroup.com/about-us for INDEVCO Philosophy and Values.

See INDEVCO Code of Conduct, including 'Core Values' at https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Code-of-Conduct.pdf

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Policies

INDEVCO Code of Conduct

INDEVCO's Code of Conduct guides employee behavior, setting clear standards of ethical business practices and employee conduct. We believe in a fair, inclusive, and safe work environment that respects the differences and rights of everyone. Any form of harassment or unlawful discrimination is strictly prohibited. We expect employees to adhere to the highest standard of integrity and take responsibility for their behavior.

The Code prohibits illegal or unethical conduct and supports the audit department in monitoring and mitigating potential risks. All employees and our Board of Directors are subject to our Code of Conduct, other policies, and procedures, as well as professional standards, laws, and legislations applicable to their responsibilities. Our Code, values, and philosophy are core elements of onboarding training for new full-time, salaried employees.

The Code of Conduct is available in English and Arabic on both the company's internal and external communication channels, including the intranet, Human Resources & Organizational Development portal, and sustainability microsite.

Anti-Corruption

The Code of Conduct focuses on the UN Global Compact's Principle 10 against corruption, emphasizing that employees must not engage in conflicts of interest, accept bribery through gifts and other benefits, and engage in a personal or competitive business that may compromise the group.

Child Labor

INDEVCO strictly prohibits the employment of persons below the legal minimum working age. Coinciding with UN Global Compact's Principle 5 for 'the effective abolition of child labor', our Code states that there shall be no use of child labor at INDEVCO and its affiliates.

Non-Discrimination

Furthermore, emphasizing UN Global Compact's Principle 6 for 'the elimination of discrimination in respect of employment and occupation', our Code of Conduct emphasizes a fair, respectful, and inclusive work environment, where we value diversity and have zero tolerance for unlawful discrimination, violence, bullying, and harassment in any form.

Diversity & Inclusion Policy

INDEVCO is multicultural by nature, with operations spanning the globe. Our employees come from diverse backgrounds and our INDEVCO family currently includes people from nearly 40 nationalities.

In line with INDEVCO, our subsidiary in Saudi Arabia (Napco National) and regional head office in the United States (INDEVCO North America) also have independent Codes of Conduct.

See INDEVCO Code of Conduct at https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Code-of-Conduct.pdf

See INDEVCO Diversity & Inclusion policy at https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Diversity-Inclusion-Policy.pdf

See 'Fostering a Diverse & Inclusive Environment' on page 138 to learn more about our efforts

Anti-Harassment Policy

INDEVCO continuously enhances its Anti-Harassment policy to uphold a workplace and culture free of harassment, discrimination, abusive conduct, and retaliation. The policy defines harassment and underlines the different types, including verbal, non-verbal, physical, visual, and sexual. It clarifies the scope of the policy and the different parties that are within it, as well as maps out the steps to take to report harassment, whether experienced directly or witnessed done to another. Our policy acknowledges that harassment, the harasser, and the victim can come in all shapes and sizes and promises to uphold confidentiality and the wellbeing of the victim foremost. Our policy prohibits harassment of any type, however, also clarifies the 'protected employee characteristics' that illegal lawfully to mock, threaten, or criticize, etc.

See 'Fostering a Diverse & Inclusive Environment' on page 138

Grievance Mechanism

INDEVCO Risk Assessment & Internal Audit Advisory department evaluates business units, divisions, and departments worldwide through scheduled and surprise audits. The department ensures the implementation of required policies and procedures and the identification of misconduct and violations of group policies, regulations, and international standards.

Employees are urged to report or seek advice about breaches in the Code, misconduct, and corruption through the internal audit department or business unit/department management, with the ability to report to the highest level in the organization, if deemed necessary, through a whistleblowing mechanism . Every breach report is taken seriously and investigated thoroughly.

Our Standards

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External Initiatives & Memberships

INDEVCO upholds international standards and principles through initiatives, certifications, and memberships. The company's business units across the Middle East, North Africa, Europe, and the USA abide by manufacturing best practices. INDEVCO aligns with global sustainability objectives and meets reporting requirements to communicate sustainability impacts and progress effectively to stakeholders.

UN Global Compact

United Nations Global Compact

INDEVCO joined the United Nations Global Compact (UNGC) as a Signatory Member in September 2017. As part of the group's commitment to the UNGC Ten Principles on human rights, labor, environment, and anti-corruption, 7 member companies in Lebanon also joined the local network throughout 2018-2019. INDEVCO subsidiary, Napco National, joined the UN Global Compact independently in March 2020.

See full article at https://news.indevcogroup.com/corporate/napco-national-joins-un-global-compact-as-a-signatory-member/

In 2020, INDEVCO was elected to serve on the Board of Directors of the Global Compact Network Lebanon to support the progress of the UNGC agenda, ten principles, and 2030 UN Sustainable Development Goals (SDGs) in the country. INDEVCO served on the Board for a 2-year term before being reelected in 2022 to serve for a subsequent 2-additional years, until 2024.

> We are proud to have been elected as part of the UN Global Compact Network Lebanon's board of directors to help steer the sustainable development agenda in the country. Sustainability is embedded in the fabric of our organization from our community-centered philosophy to the values that drive our business and being a part of the local network in our home country aligns with our commitment to enhancing the wellbeing of the communities we serve.
> *Gacia Apikian*
> *Global Comm. and Sustainability Strategy & Governance Manager at INDEVCO*

See Our People – Board of Directors at https://www.globalcompact-lebanon.com/people/gacia-apikian-bazhouny/

The company also supported the development of the local network in Saudi Arabia by joining the Interim Working Group alongside its subsidiary Napco National based in Saudi Arabia. In 2020, INDEVCO spoke at the launching event of the UNGC Interim Working Group for Saudi Arabia, to share its experience and promote the organization. In 2021, Napco National joined the Board of Directors of the Global Compact Network Saudi Arabia.

See full article at https://news.indevcogroup.com/sustainability/napco-national-joins-un-global-compact-interim-working-group-in-saudi-arabia/

See INDEVCO Communication on Progress on UNGC: https://unglobalcompact.org/participation/report/cop/active/460682

UN Global Compact Ten Principles

Human Rights

Principle 1
Businesses should support and respect the protection of internationally proclaimed human rights.
See 'Policies' on page 22

Principle 2
Make sure that they are not complicit in human rights abuses.
See 'Grievance Mechanism' on page 24

Labor

Principle 3
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
INDEVCO abides by the local labor laws of all the countries in which it operates.

Principle 4
The elimination of all forms of forced and compulsory labor.
INDEVCO abides by the local labor laws of all the countries in which it operates.

Principle 5
The effective abolition of child labor.
See INDEVCO Code of Conduct article 4.6 Child Labor at https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Code-of-Conduct.pdf

Principle 6
The elimination of discrimination in respect of employment and occupation.
See INDEVCO Code of Conduct article 4.2 Inclusion & Diversity at https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Code-of-Conduct.pdf
See also Diversity & Inclusion Policy at https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Diversity-Inclusion-Policy.pdf

Environment

Principle 7
Businesses should support a precautionary approach to environmental challenges.
See Environmental Sustainability Management initiatives on pages 86-135

Principle 8
Undertake initiatives to promote greater environmental responsibility.
See Environmental Sustainability Management initiatives on pages 86-135

Principle 9
Encourage the development and diffusion of environmentally friendly technologies.
See Environmental Sustainability Management initiatives on pages 86-135

Anti-Corruption

Principle 10
Businesses should work against corruption in all its forms, including extortion and bribery.
See INDEVCO Code of Conduct article 4.9 Gifts & Benefits at https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Code-of-Conduct.pdf

UN Sustainable Development Goals

The United Nations launched its 2030 Agenda for Sustainable Development with 17 ambitious Sustainable Development Goals (SDGs) in 2015. These goals address the world's most pressing issues, including poverty, hunger, health, education, equality, climate, the environment, etc. INDEVCO is committed to supporting the SDGs with our sustainability program addressing 9 of the 17 SDGs. As we focus on the needs of our communities, in 2019-2022, our efforts also supported SDG 1 for No Poverty and SDG 2 for Zero Hunger due to the impacts of COVID19 and the economic situation worldwide.

See Material Topics on pages 40-43



Global Reporting Initiative (GRI)

Since 2016, INDEVCO has used the Global Reporting Initiative as its reporting framework standard. The GRI is the most used comprehensive sustainability reporting standard, utilized by leading companies worldwide. For its fourth report, INDEVCO's 2019-2022 Global Sustainability Report covers the requirements of select **Global Reporting Initiative (GRI) 2021 Standards** relative to sustainability topics identified as impactful for the group. Throughout the GRI-referenced report, GRI disclosure numbers are marked in the margins.

Certifications

Environment	ISO 14001:2015 Environmental Management System	ISO 50001:2018 Energy Management System	FSC® Chain of Custody Certification
Food Safety & Contact	BRC Certification for Food Safety, Quality, & Consumer Protection (renewal)	ISO 22000:2018 Food Safety Management Systems	Hazard Analysis Critical Control Point (HACCP)
Health & Safety	ISO 45001:2018 Occupational Health & Safety Management System		
Manufacturing	FEFCO Good Manufacturing Practice (GMP) Recertification		
Product Safety	BRC Global Standard for Packaging and Packaging Materials Issue 6	ISO 13485:2016 Quality Management Systems for Manufacturing Medical Devices	
National Standards	Libnor		
Quality Management	ISO 9001:2015 Quality Management System		
Supply Chain	EcoVadis Sustainability Rating	Sedex	Sedex Members Ethical Trade Audit (SMETA)
Workplace Organization	5S Methodology		

See full list of Association Memberships in Appendix D on the GRI Content Index and Appendices document on https://sustainability.indevcogroup.com/.

Governance

Governance Structure

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Coinciding with the timeframe covered in this report, the highest level of decision-making lies with INDEVCO's International Board of Directors, headed by Chairman CEO, Neemat Frem. The international board comprises five executives directors. The Board is responsible for setting the group's core strategies, policies, and risk management processes. The Board approves global, divisional, and central department annual business and strategic plans, as well as reviews performance. It closely monitors key impacts, risks, and opportunities, including those that arise from economic, environmental, and social topics.

With operations worldwide, INDEVCO empowers business units, divisions, and regional HQs in decision-making. INDEVCO's regional headquarters, each have independent Boards of Directors.

Sustainability Governance

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INDEVCO Chairman CEO holds the highest level of responsibility for INDEVCO's overall sustainability strategy. INDEVCO Global Communications & Sustainability Manager holds the responsibility for and reports on sustainability which is presented to the Board. The Global Communications & Sustainability Management department manages INDEVCO's impacts on the economy, environment, and people. The department supports divisions and business units in integrating sustainability into strategic plans, KPIs, and operations. It facilitates identifying material topics and key stakeholders and the stakeholder engagement process, as well as manages group-level sustainability data collection, analysis, automation, and reporting.

The Chairman CEO reviews and approves INDEVCO's annual Sustainability Report.
In addition, the INDEVCO Global Communications & Sustainability Management department annually presents sustainability impacts, initiatives, and progress to the Board of Directors.

Audits & External Assurance

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INDEVCO makes its sustainability report publicly available on our Sustainability Portal: https://sustainability.indevcogroup.com. We also reference our report as the source of key data needed to submit our annual sustainability Communication on Progress (CoP) to the UN Global Compact, as well as register our GRI-referenced reports on GRI Report Registration System for verification. INDEVCO will explore external assurance options upon transitioning to GRI-Core reporting.

INDEVCO Sustainability Management Approach

Sustainability is embedded in INDEVCO's raison d'etre. Our philosophy has paved the way to create purposeful profit by building a business model focused on developing products, services, and other solutions to cater to community needs.

Our Board of Directors, divisional leaders, and management echelons champion a proactive ethos, meticulously considering the impact of each choice. With our dedicated Global Communications & Sustainability Management central service department, senior executives leverage their expertise to identify, prevent, and mitigate potential negative impacts.

Our sustainability journey mirrors our corporate purpose: four foundational pillars encompassing **environment**, **product innovation**, our **employees**, and the **communities** we touch. As you explore our report, you will find some of our initiatives encompass multiple pillars.

INDEVCO is not just a business; it is a vibrant force for positive change.

See material topics on page 40

Sustainability Strategy & Governance Consultancy

Furthering our commitment to progressing corporate sustainability, not just in our organization but in the region, INDEVCO Consultancy pillar launched Sustainability Strategy & Governance consultancy services for external businesses and institutions. We want to leverage our hands-on experience and technical knowledge and expertise to help other organizations put in place strong sustainability governance, set forth effective corporate sustainability strategies and commitments, and measure and communicate sustainability progress seamlessly.

Learn more at https://indevcoconsultancy.com/services/sustainability-strategy-and-governance/

How We
Report

Materiality & Stakeholder Engagement

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Before venturing into sustainability, it is important for an organization to understand its significant economic, environmental, and social impacts. This assessment is what we call 'Materiality'. Our global Communications & Sustainability Management department organizes materiality assessment workshops with group, department, division, and business unit leadership to identify and analyze major economic, environmental, and social material topics. The workshops engage top executives across the group to identify and prioritize topics based on the extent of impact on stakeholders and the group. In addition, the workshop focuses on identifying key stakeholder groups and their importance to the group.

After identifying material topics and key stakeholders, INDEVCO engages stakeholder groups for insight on their priorities. Upon analysis of stakeholder engagement results, the company plots its materiality matrix, comparing the importance of a topic to the company versus its impact on stakeholders. This exercise allows INDEVCO to identify the most pressing topics to address in its report.

In 2019, the department held divisional materiality workshops. During these workshops, the department presented the business case for sustainability, reviewed corporate sustainability objectives, guided material topic identification by analyzing the various GRI economic, environmental, and social topics.

Following the sustainability workshops in Q4 2019, the sustainability team developed stakeholder surveys for all divisions. By the end of 2019, however, political turmoil challenged head office operations in Lebanon and the stakeholder surveys were delayed. In 2020, the surveys were once again delayed as the global pandemic, COVID19, resulted in businesses around the world shutting down as countries went on lockdown. These challenges extended through end 2021. Regardless of these obstacles, we maintained sustainability as a strategic priority focusing on our four core pillars.

In 2021, INDEVCO Global Communications & Sustainability Management department organized INDEVCO North America's first materiality workshop virtually. Leadership selected and rated the most impactful economic, environmental, and social topics, as well as decided to engage three key stakeholder groups.

In Q4 2021, INDEVCO North America formally engaged selected three stakeholder groups (customers, employees, and suppliers). Results from the engagement helped plot their materiality matrix.

In February 2020, Napco National held its first independent materiality workshop driven by the INDEVCO Global Communications & Sustainability Management department. During the workshop, Napco National leadership including the CEO, various members of the Board, and divisional and departmental top executives joined together at the Carlton al Moaibed hotel conference in Dammam, Saudi Arabia. Workshop attendees brainstormed and worked in groups to identify key material topics and stakeholder groups.

Once again, due to havoc globally triggered from the COVID19 outbreak, Napco National also decided to postpone their stakeholder engagement.

Results from the workshop pushed sustainability to the forefront of business concerns, with the Board actively following progress and achievements annually.

INDEVCO stakeholders extend across its value chain. Building strategic partnerships, our divisions, departments, and business units regularly engage key stakeholder groups including customers, employees, communities, suppliers, industry associations, environmental and humanitarian organizations, schools and universities, government ministries and municipalities, and non-governmental organizations. Through frequent engagement, we can identify issues that matter, and understand and prioritize stakeholder needs in strategic plans. We engage internal stakeholder groups through workshops, intranets, internal emails, and surveys. For external stakeholders, we engage through meetings, events, integrated communication campaigns, focus group and panels, and surveys (ex: Annual Customer Satisfaction (CSAT) surveys, Net Promoter Score (NPS) surveys).

Given the various significant events that took place from late 2019 – 2022, this report will show INDEVCO's progress on its previous sustainability priorities, as well as shed light on key developments relative to the new global, regional, and local context. We ensure that our sustainability report provides clear contextual information to explain the significance of topics included within this report.

Stakeholder input will be essential in developing INDEVCO, Napco National, and INDEVCO North America 2030 goals.



Material Topics

Pillar	Objective/Project/ Initiative	Material Topic	Topic Boundary	SDGs	GRI Disclosure
Employee Community	*Supporting Communities During COVID19 Global Pandemic	Local Communities Occupational Health & Safety	INDEVCO Napco National INDEVCO North America Phoenix Group NGOs Hospitals Ministry of Health		GRI 413-1
Community	*Standing with Lebanon Post-Beirut Blast	Local Communities	INDEVCO INDEVCO North America NGOs Hospitals		GRI 413-1
Employee Community	*Empowering Youth & Local Workforce During the Economic Collapse	Local Communities	INDEVCO HROD Department INDEVCO Polymer Application Technology Center (PACT) Phoenix Group Universities in Lebanon University Placement Offices Faculty Members, Interns & Recruits		GRI 413-1
Environment	Expanding Renewable Energy Solutions in the Region	Energy	INDEVCO HQ & Divisions Phoenix Energy Customers		GRI 302-1b GRI 302-4
Environment	Sourcing Paper Responsibly	Raw Materials	GESPA sal INDEVCO / Napco Division Purchasing Units Paper Brokers Paper Manufacturers		GRI 301-1 GRI 301-2
Environment Product Development	Catalyzing the Circular Economy of Plastics	Raw Materials Waste	INDEVCO / Napco Flexible Packaging Agricultural Growers Beverage Manufacturers Gulf Chemical & Petrochemical Association (GPCA) Petrochemical Manufacturers		GRI 301-1 GRI 301-2 GRI 305-5 GRI 306

Material Topics

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Pillar	Objective/Project/ Initiative	Material Topic	Topic Boundary	SDGs	GRI Disclosure
Environment Product Development	Compounding Fillers from Renewable Minerals	Raw Materials	INDEVCO / Napco Flexible Packaging Plastics Converters		GRI 301-1 GRI 301-2
Environment Product Development	Innovating Sustainable Products	Raw Materials Waste	INDEVCO INDEVCO North America Napco National INDEVCO / Napco Consumer Products INDEVCO / Napco Flexible Packaging INDEVCO / Napco Paper Containers Suppliers		GRI 301-1 GRI 301-2 GRI 305-5 GRI 306
Employee Community	Fostering a Diverse & Inclusive Environment	Diversity & Equal Opportunity Local Communities	INDEVCO / Napco Employees INDEVCO / Napco HROD Department INDEVCO / Napco Consumer Products Divisions NGOs		GRI 404-2 GRI 405–1b GRI 413-1
Employee	Enhancing Employee Health & Safety	Occupational Health & Safety	INDEVCO / INDEVCO North America / Napco Employees INDEVCO / Napco HROD Department INDEVCO Insurance Department INDEVCO / Napco Division Strategy & Transformation Departments		GRI 403-1 GRI 403-4 GRI 403-5 GRI 404-2
Employee Community	Rooted in Serving Local Communities	Local Communities	INDEVCO / Napco Employees NGOs		GRI 413-1

** INDEVCO Sustainability initiatives in the spotlight.*

Reporting Practice

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Due to the situation over the past few years, INDEVCO decided to develop a comprehensive four-year sustainability report covering sustainability progress from 1 January 2019 – 31 December 2022 (calendar years 2019, 2020, 2021, and 2022). This report restates information about projects initiated in 2018 and continued throughout the years that are covered in this report. This document is a GRI-referenced report.

See GRI Content Index on https://sustainability.indevcogroup.com/

Our prior GRI-referenced report was published in September 2019 for the calendar year 2018. INDEVCO submitted an annual basic Communication on Progress in 2021 to the UN Global Compact.

See our previous 2018 Global Sustainability Report at https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-2018-Sustainability-Report.pdf

See 2020-2021 CoP at https://www.unglobalcompact.org/participation/report/cop/create-and-submit/active/460682

Contact Point for Questions Regarding the Report

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Sustainability
Spotlight









Awards

INDEVCO Recognized by UN Global Compact Network Lebanon with 2019 SDG Milestone Award

UN Global Compact recognized INDEVCO for its efforts towards progressing United Nations Sustainable Development Goal (SDG) 12 for 'Responsible Consumption and Production'.

See full article at https://news.indevcogroup.com/corporate/indevco-wins-2019-sdg-milestones-award/

Université Saint Joseph (USJ) Recognized INDEVCO for Supporting Youth in Lebanon

INDEVCO awarded during Université Saint Joseph (USJ) Faculty of Business and Management (FGM) 2021 Award Ceremony that appreciates university partners for supporting youth.

See full article at https://news.indevcogroup.com/sustainability/universite-saint-joseph-usj-recognizes-indevco-for-supporting-youth-in-lebanon/

Napco National Obtained 'Mowaamah Certification' 2020 from the Ministry of Labor & Social Development for Persons with Disabilities Inclusive Work Environment

Napco National successfully acquired the 'Silver Mowaamah Certification', granted by the Ministry of Labor and Social Development for Persons with Disabilities Inclusive Work Environment, in December 2020.

See full article at https://news.napconational.com/corporate/napco-national-obtains-mowaamah-certification-2020/

Napco National Received 2020 GCC Company of the Year Award – Circular Economy in Packaging

Frost & Sullivan recognized Napco National with the 2020 GCC Company of the Year Award for its robust implementation of complete circularity.

See press release at https://www.prnewswire.com/news-releases/frost--sullivan-commends-napco-national-for-supporting-a-circular-economy-to-help-customers-in-saudi-arabia-meet-their-sustainability-goals-301442002.html

Comprehensive Rehabilitation Center Recognized Napco National for its Continuous Support

The Comprehensive Rehabilitation Center for Males in Dammam awarded Napco National for its support of the center during the graduation ceremony.

See full article at https://news.napconational.com/corporate/napco-national-receives-an-award-at-the-comprehensive-rehabilitation-center-graduation-ceremony-in-dammam/

INDEVCO & Napco National Companies Took Home Five Awards at Arab Starpack Professional 2022

During the Arab Starpack 2022 competition, the first industrial packaging competition in the Arab world, UNIPAK in Lebanon, UNIPAKNILE in Egypt, and EASTERNPAK in Saudi Arabia (member of Napco National) won five awards:

- UNIPAK won two awards in the consumer and industrial categories for the 'Crispy Hot Meal Box' and the 'Ventilator Appliance Box'.
- UNIPAKNILE earned two awards for the 'E-commerce Box' and the 'Blender EPS Replacement Partition' in the consumer and household retail categories.
- EASTERNPAK won the award for the 'Cable Bin' in the industrial transit category.

See full article at https://news.napconational.com/corporate/a-sweeping-win-at-the-arab-starpack-professional-competition/

Events & Exhibitions

Napco National Sponsors Celebration of 77th Annual United Nations Day in Riyadh

Napco National was selected to attend the introduction of the new UN Sustainable Development Cooperation Framework (UNSDCF) 2022–2026 in Saudi Arabia. Napco National sponsored the launching ceremony held on United Nations (UN) Day, 24 October 2022.

See full article at https://news.napconational.com/corporate/napco-national-sponsors-the-celebration-of-the-77th-annual-united-nations-day-in-riyadh/



EASTERNPAK Selected to Participate in PepsiCo 'Packaging Innovation Day'

PepsiCo selected EASTERNPAK to join its 'Packaging Innovation Day 2022'. EASTERNPAK showcased packaging improvement ideas, ways to reduce material while maintaining quality, and concepts for more sustainable material use in packaging products during the event.

See full article at https://news.napconational.com/plastics/easternpaks-innovations-at-the-pepsico-summit/



Highlighting Sustainability at Gulfood Manufacturing 2019, 2021, & 2022



Exhibiting at Sustainability in Packaging 2019 & 2021



Unlocking Circular Economy Potential at GPCA Forum 2019, 2021, & 2022





Showcasing Sustainable Solutions for the Hygiene Industry at INDEX20 in 2021





Presenting Sustainable Agricultural Solutions at Saudi Agriculture 2022





Displaying Sustainable Solutions at Fruit Logistica 2019, 2020, & 2022





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Supporting Communities During COVID19 Global Pandemic

Our commitment is to foster innovation to serve the community, while protecting the wellbeing of our people during the COVID19 global pandemic.

How we manage this topic

The world faced an unprecedented threat in the 21st century from the global pandemic COVID19 which disrupted business and life as we know them. The crisis highlighted the critical role of the industrial sector worldwide and the importance of secure and reliable suppliers to support needs in situations of emergency. Identifying the needs of its local communities amid COVID19, INDEVCO took it upon itself to focus all its resources and manufacturing expertise into helping overcome the pandemic while securing business continuity.

INDEVCO manufactures essentials, and as such, it maintained operations at plants to ensure supply and delivery of consumer goods, hygiene products, and sanitizers, as well as protective gear (masks, gloves, etc.). The company put in place very stringent health and safety practices to secure the safety and wellbeing of employees and all stakeholders in the process.

See https://www.indevcogroup.com/our-response-to-coronaviruscovid-19/



UN Sustainable Development Goals

IMPACT

- **60 ventilators to 29 hospitals** in Lebanon
- Launched mass production of PPE in Lebanon & the U.S.
- Donated **1 million masks** to Lebanese Ministry of Public Health
- Donated **hand sanitizers & soaps, dispensers, & detergents** to various ministries, municipalities, healthcare institutions, NGOs, & others in Lebanon & Saudi Arabia
- Supported **Together Society** in Saudi Arabia to help 30,000 people
- Donated **200 Napco boxes** to nurses at Saudi German Hospitals (SGH)
- Financially contributed **1.5 million EGP** to Tahya Misr Fund to support underprivileged families

COUNTRIES

- Egypt
- Lebanon
- Saudi Arabia
- U.S.

Why this topic matters

In Q4 2019, a global threat known as COVID19 began spreading across Asia and other nations. By 2020, the World Health Organization (WHO) had declared COVID19 a pandemic wreaking havoc globally and leaving no nation unaffected. In March 2020, the world went on lockdown, businesses and schools shutting down and life changing dramatically. As people suffered the physical and mental impacts of the virus, businesses struggled to maintain operations while securing the wellbeing of their employees. In fact, between January and mid-March 2020, businesses in the Arab region lost $420 billion in market capital [1]. With so much remaining unknown for much of 2020, governments and health organizations went through trial and error in finding systems, treatments, and regulations to reduce the spread of the disease and the toll on healthcare infrastructure and the economy.

The impacts of the pandemic extended far beyond the health of populations. The World Bank stated that in 2020, approximately 100 million more people globally were pushed into extreme poverty, with over 160 million additional people facing hunger than in 2019. The educational sector was heavily impacted with 1.6 billion students out of school [2]. In 2020, studies found that as many as 40 million children worldwide missed out on early childhood education in their critical pre-school year [3]. In 2021, youth and children were still adapting to digital learning while schools opened and closed frequently due to outbreaks.

Unfortunately, the pandemic impacted the most vulnerable populations more than others. Domestic gender-based violence increased, while women and girls were more likely to lose jobs or drop out of school. With the healthcare sector facing strain and inability to cater to the dramatic increase in healthcare needs, older persons increasingly faced age-based discrimination and were denied the quality healthcare their human rights granted them because they were perceived as lower priority than treating younger generations. As the healthcare sector shifted full focus to treating the pandemic, other vulnerable persons with disability or health issues were faced with less accessibility and availability of essential services to maintain their quality of life [4]. In 2020, there were 32 million older persons and close to 60 million people who live with one or more disabling conditions in the Arab region who were at heightened risk of complications or suffering disproportionately from COVID19 [5].

In 2019, Lebanon faced uprising and a financial crisis which resulted in a shortage of the U.S. dollar. When COVID19 struck in 2020, hospitals and other healthcare institutions faced difficulties in acquiring vital medical supplies, including masks, gloves, and other protective gear, as well as ventilators and spare parts [6]. Furthermore, as lockdowns became frequent and operating from the convenience and safety of home became the norm, businesses and people increasingly went digital. This pushed e-commerce to surge globally. With the dollar crisis and issues with importing, opportunities arose for online local businesses to cater to the local market needs.

OUTCOMES

Product Innovation/Development

In the early months of 2020, the first COVID19 patient set foot in Lebanon, shedding light on urgent healthcare needs. INDEVCO quickly realized that no medical ventilator producers worldwide could supply Lebanon and that there was an acute shortage globally. Taking swift action, we rose to the challenge.

In the face of adversity, our member companies joined forces, marshaling their expertise and resources to develop essential products that would aid healthcare institutions and governments in their battle against the virus. With hospitals teetering on the edge of capacity and communities at risk, we stepped up to bridge the gap.

We rallied behind the heroes on the front lines – the healthcare responders, the courageous souls battling the outbreak head-on. With every innovation, every effort, we worked tirelessly to equip and empower those who are safeguarding our communities.

Personal Protective Equipment (PPE)

Medical Masks, Gloves, & Disinfectants

Sanita, our consumer and away-from-home disposables manufacturing company, upgraded its diaper machinery to launch mass medical mask production. The company pushed full force with the production of its hand sanitizers, household disinfectants, masks, gloves, and other healthcare protective gear.

Prepak, our rigid plastic packaging manufacturer, innovated and launched production of reusable respiratory masks.

See full article at https://news.indevcogroup.com/consumer-brands/sanita-launches-a-new-protective-line-of-hygiene-and-disinfection-products/



Protective Suits



Masterpak, flexible packaging manufacturer, launched production of plastic protective suits (2-piece, single piece, & apron) at its plant in Zouk Mosbeh, Lebanon.

Specialty Coating & Laminating in Doswell, VA in the U.S. launched production of isolation gown rollstock for converting into Level 3 medical gowns, available in white, blue, yellow, and custom colors.

Medical Ventilators

1

Lebanon witnessed its first COVID19 case. At the time, Lebanon had only 300 ventilators available. This would have been insufficient in case of a significant rise in coronavirus cases. While international manufacturers were racing against the clock to supply countries with ventilators, Lebanon, with the financial crisis, had no alternative but to rely on its own resources and innovative and proactive people.

2

Only two weeks after embarking on our journey to develop medical ventilators, our affiliate, Phoenix Machinery, made a remarkable achievement, unique in the region on 11 March 2020. The company's engineers had designed, tested, and presented a distinctive medical ventilator prototype creatively using the accessible components in the market. The main objective of this phase was to prove the concept and build on it to evolve the model with the optimum components and software development.

3

On 1 May 2020, we were able to present a functional medical ventilator that could be used for critical emergency COVID19 patients. This was a successful milestone that drove us to dive into the industry of medical equipment manufacturing and establish Phoenix Medical, a division of Phoenix Machinery. We then purchased state-of-the art lung simulator and equipment to test and improve, where needed, the precision and capabilities of our technology. As each week passed, we continued to work according to rapid development protocols for COVID19 to speedily produce quality medical ventilators that could be released to hospitals faster than the usual process.

4

In August 2020, we partnered with the American University of Beirut (AUB) to launch specialized and extensive tests and trials as part of the longer journey to acquire U.S. FDA approval and certification.

5

By September, AUB's conclusive and detailed report confirmed that our ventilator's quality and performance competed strongly to that of the Swiss-made Hamilton G5 and U.S.-made Puritan Bennett 980, two of the leading ventilators in the world.

6

By the end of 2021, Phoenix Medical had answered the call of life for 29 hospitals in Lebanon and produced more than 60 medical ventilators.

See https://www.facebook.com/Tawasal.leb/videos/169194977422875/

Other Solutions

Mask Production Technology

Phoenix Machinery, our machinery and parts manufacturing company developed the technology to help hygiene converting companies transform existing machinery to produce products such as masks.

See full article at https://news.indevcogroup.com/sustainability/phoenix-machinery-helps-hygiene-converters-produce-protective-masks-amid-covid19/









Corrugated Separator Line

INDEVCO Paper Containers, our corrugated packaging manufacturing division, developed a social distancing line for shop floor, desk, and table separation.

See full article at https://news.indevcogroup.com/sustainability/indevco-paper-containers-launches-a-new-social-distancing-product-line/







Anti-COVID Additive

Micro Epsilon, division of Masterpak, developed a new Anti-COVID additive with a Japanese supplier and Saint Joseph University (USJ). The permanent sanitized surface additive can be applied directly in plastic films or printed/coated over surfaces.







E-Commerce

In line with our Chairman CEO's call for action 'We listen to change', we're dedicated to making a positive impact by responding to the evolving needs of our community.

Recognizing the vital importance of keeping citizens safe at home, INDEVCO took proactive steps to provide practical solutions, introducing '961Home,' our online e-commerce platform and mobile application, available on both Google Play and Apple stores.

961Home was designed with our community in mind, offering a comprehensive range of Sanita household products. From essentials like baby and feminine care items to household detergents, tissue, and towels. In 2021, we expanded our e-commerce platform to offer a selection of Délices du Monde food items, including coffee and cereals. Committed to making life easier for customers, 961Home offers exclusive discounts and delivers products to each consumer's doorstep free of charge!

At INDEVCO, our mission is to serve our community and contribute to its wellbeing. With 961Home, we're making it easier than ever to access essential products and support you in staying safe and comfortable at home.

See https://www.961home.com/

Employee Safety

In March 2020, INDEVCO initiated a series of informative training sessions held at our facilities in Lebanon. These sessions were aimed at equipping our employees with valuable knowledge about COVID19. Simultaneously, our dedicated communication team at Napco National launched an extensive, multilingual internal campaign across various communication channels.



This campaign was designed to heighten awareness among our employees regarding COVID19. It provided essential information on preventive measures to curb its spread and maintain personal health and wellbeing.

See full article at https://news.indevcogroup.com/corporate/indevco-takes-precautionary-measures-to-preserve-the-wellbeing-of-employees-from-coronavirus/

The company and its subsidiary, Napco National, implemented strict health & safety procedures across operations:

- COVID19 awareness sessions
- Safety policies, banners, & posters
- Temperature taken upon arrival
- No travel, meetings, & gatherings
- Flexibility for remote work
- Facial recognition punching-in
- Busses work at half capacity with sterilization before & after

Napco National, in agreement with Saudi Arabia's Ministry of Health, created its own quarantine building with health practitioners and doctors to limit the introduction of the virus and prevent its spread.

See full article at https://news.napconational.com/corporate/napco-national-flexible-packaging-division-business-overhaul-meets-hygiene-and-tissue-industry-increased-demands-amid-pandemic/









Vaccines

In 2021, major pharmaceutical companies launched the COVID19 vaccine. INDEVCO and its affiliates worldwide helped employees and their families get vaccinated, respecting personal choices and preferences. INDEVCO North America coordinated with local county health departments to pre-register essential worker employees for vaccines.

In 2021, Napco National participated in 'We Want You to Stay Safe' campaign launched by the Health Affairs of the Ministry of National Guard in the eastern province of Saudi Arabia. The campaign aimed to vaccinate the largest number of school students with the COVID19 vaccination. Napco National distributed its Sanita brand hand sanitizers to vaccinated students.

See full article at https://news.napconational.com/corporate/napco-national-participates-in-we-want-you-to-stay-safe-campaign/

Community Support

INDEVCO donated
1 million masks
to Lebanese Ministry of Public Health to distribute to the hospitals in Lebanon treating patients with COVID19.



Napco National contributed more than
200 Napco boxes to nurses at Saudi German Hospitals (SGH) to acknowledge and appreciate the tremendous sacrifice and effort of nurses on International Nurses Day, 12 May 2020.

See full article at https://news.napconational.com/corporate/on-the-international-nurses-day-napco-national-family-expresses-its-gratitude-to-the-health-and-safety-employees/





Napco National joined NGO Together Society in a campaign to support Saudi families and residents, **over 30,000**, most impacted by COVID19. Napco National contributed
Ramadan boxes filled with essentials from its wide range of consumer and household products.

See full article at https://news.napconational.com/corporate/napco-national-joins-together-society-to-help-30-thousand-people-impacted-by-covid19/



INDEVCO companies in Egypt financially contributed **1.5 million EGP** to Tahya Misr Fund to support underprivileged families. The national fund launched efforts to support people affected by COVID19, as well as implemented national development programs covering social support, urban development, healthcare, economic empowerment, education, and disaster and crisis in Egypt.

See full article at https://news.indevcogroup.com/corporate/indevco-companies-in-egypt-contribute-to-tahya-misr-fund-to-support-underprivileged-families-during-covid-19/

UNIPAKNILE in Egypt donated
100 beds with related covers to different NGOs along with a scissor lift.

While sister company, International Paper Industries, **furnished local Health, Safety, & Environment (HSE) authorities office** in Sadat City and sponsored their HSE conference.



In collaboration with Carlton Al Moaibed Hotel and Carlton Nutrition Center, Napco National launched 'You Are Not Alone' campaign in April 2020, to distribute **healthy meals for health and security workers,** to support their continuous efforts in protecting nationals and residents' health and safety. During these challenging times, Napco aims at building partnerships that support society and meet its needs.

See full article at https://news.napconational.com/corporate/you-are-not-alone-campaign-a-message-of-gratitude-and-support-to-health-and-security-workers/



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Standing with Lebanon Post-Beirut Blast

Our commitment is to serve as a pillar of support for the people during crisis in the countries in which we operate.

3-3
413-1

How we manage this topic

INDEVCO and its member companies have stood by the local communities of the countries in which they operate throughout crises, whether during the Lebanese civil war, or the uprisings in Egypt, or the economic crisis in Saudi Arabia post fuel price drop.

INDEVCO is headquartered in Lebanon. When the tragedy took place in August 2020, its companies and employees felt the devastation alongside every Lebanese worldwide. Its consumer products company launched multiple initiatives to support families impacted by the blast, catering to their basic needs.

Over the decades, INDEVCO's employees have played an active role in serving the community.

Living the company's philosophy and moved by the catastrophe, INDEVCO employees from operations across the group in Lebanon joined together to volunteer, as well as contribute what they can to support vulnerable people hit hardest by the explosion.

UN Sustainable Development Goals

IMPACT

Donated:

Boxes & bags of home care products to ~**300 households**

120,000 baby diapers

4,800 medical isolation gowns

COUNTRIES

Lebanon

Why this topic matters

On 4 August 2020, COVID19 took a back seat to the tragedy that shook the Earth beneath Lebanon's capital, Beirut. Improperly stored ammonium nitrate at the country's port in Beirut detonated taking with it most of the city. The blast took the lives of hundreds, injured thousands, left hundreds of thousands homeless, and severely damaged the healthcare sector [2]. The explosion was compared to Hiroshima of Japan, among the largest explosions recorded in human history, equated at around one-twentieth the size of the atomic bomb [3].

The explosion took place in a time where the healthcare infrastructure was suffering from the pandemic, the economic collapse, and the loss of doctors, and other healthcare professionals leaving the country. According to the World Health Organization (WHO), four hospitals and 20 healthcare facilities were damaged or destroyed leaving an already weakened healthcare infrastructure at the brink of collapse [4].

Hospitals across the country faced an influx of hundreds of patients and were forced to utilize their already precarious medical supplies, leaving them even further depleted from essential medications and supplies. Some injured persons were rushed from hospital to hospital across country never getting the treatment they needed.

OUTCOMES

As community care and family spirit are part of INDEVCO Group's DNA, INDEVCO organized employee-led initiatives to help send aid and supplies to those impacted in Beirut.



INDEVCO Consumer Products Companies Support Families Affected by Beirut Explosion

Sanita launched relief efforts under the slogan 'Together, United, Stronger'. Sanita mobilized efforts to prepare box donations containing essential household hygiene products, from tissue to hand sanitizer wipes. On 12 August, Sanita volunteers distributed boxes to 250 households in the most affected areas of Beirut, including Gemmayze, Mar Mikhael, Karantina, Geitawi, Rmeil, and Karem El Zaytoun. Sanita also distributed 120,000 baby diapers to impacted families, as well as to support NGOs, including Caritas, St. Joseph Association, Armenian Relief Cross of Lebanon, St. Michel Church, Beirut Hope, and Broumana High School Student Council.









On 14 August, members of Sanita Persona team visited homes on Fouad Boutros Street in Mar Mikhael, one of the areas in Beirut hit hardest by the blast. The Lebanese consumer products manufacturing company supported families by distributing bags with an array of household care products including floor detergents, liquid soaps, sanitizer sprays, baby wet wipes, dish wash bottles, and wet wipes.

In addition to company efforts, Sanita employees launched an internal food drive initiative throughout the month of August 2020 to help families, affected by the blast in Mar Mikhael Street, meet their basic nutritional needs.

See full articles at https://news.indevcogroup.com/consumer-brands/sanita-hpc-supports-beirut-explosion-victims/
https://news.indevcogroup.com/corporate/sanita-persona-assists-families-affected-by-beirut-explosion/









INDEVCO Employees Step Up to Support Vulnerable Lebanese Families in Beirut

INDEVCO employees stood in solidarity to give back to the Lebanese community and assist families most in need in Beirut.

INDEVCO member companies HQ Ajaltoun & Zouk, Masterpak, Phoenix Group, Unipak, Interstate Inks, Prepak, and Mediapak, launched an employee-led donation initiative from 18 August till 4 September. INDEVCO allocated rooms to collect donations from employees that wish to help at key locations across INDEVCO operations in Lebanon.

INDEVCO collected multiple bags of clothes, footwear, and other garments for all sizes and genders. Employees also donated food items including canned food and milk, homeware items including blankets, pillows, furniture, appliances, and baby items including diapers, baby powder, creams, and others. Some employees even opted to provide anonymous cash contributions.

INDEVCO handed the donations to Loubnan Al-Afdal (also known as Project Better Lebanon), a trusted NGO who aims to bring growth and wellbeing to underprivileged Lebanese citizens, to use in their Beirut support cause.



INDEVCO North America Donates Isolation Gowns to Hospitals Impacted by the Blast

In January 2021, INDEVCO North America worked with the NGO Direct Relief to donate and deliver to Lebanon 4,800 Medical Isolation Gowns in support of the hospitals that were negatively impacted by the blast. The company contributed the gowns to the NGO Project Better Lebanon which was working on identifying community needs post-Beirut blast. Better Lebanon was heavily involved in Beirut relief efforts and is also strategically partnered with NGOs to maximize impact on ground.



INDEVCO Chairman CEO Sheds Light on Private Sector Role in Building Beirut Back

In September 2020, INDEVCO Chairman CEO, Neemat G. Frem, spoke during the Global Impact Forum Building Beirut Back Better: How the Private Sector Can Support Response and Recovery. During the forum, Frem highlighted how the private sector has played a major role in supporting the local community where public services and policies are lacking. He shed light on the crisis in Lebanon and emphasized the even greater pressure and role this sector has in supporting the local community given the numerous hits over 2019 and 2020. The forum was part of UN Global Compact's Uniting Business Live events series organized to mark the opening of the 75th session of the UN General Assembly.



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Empowering Youth & Local Workforce During an Economic Collapse

Our commitment is to support economic development by providing job opportunities, industry leadership, and support to public and private universities to reduce skill gaps and unemployment and to enhance industrial research achievements.

How we manage this topic

Youth development has always been a sustainability priority for INDEVCO and its business units worldwide, recognizing the potential for innovation and growth through close partnerships with universities. With main operations in a region defined by high youth unemployment, INDEVCO understands the critical need for programs that encourage the employment of youth. This objective, however, has expanded to focus also on the unemployed skilled workforce also suffering from the economic crisis in Lebanon.

INDEVCO sees the value and potential in the youth and local workforce and focuses efforts on skill building, providing quality job opportunities, and building long-term mutually beneficial partnerships with universities and educational institutions to foster knowledge and resource sharing, mentorship, and training.

UN Sustainable Development Goals



IMPACT

- Hired **900+ Lebanese** from 2019 - 2022 at INDEVCO operations in Lebanon & KSA
- Built **2,783, 2,412, 3,056 and 3,342 employee skills** through training in 2019, 2020, 2021, & 2022 respectively
- Developed skills of **600+ university students** through internship programs in Lebanon, KSA, & USA from 2019-2022
- INDEVCO North America launched a **tuition reimbursement program for employees** for higher education & certifications

COUNTRIES

- Lebanon
- Saudi Arabia
- U.S.

Why this topic matters

Lebanon's economy began its slow decline long before the series of snowball events following the October revolution in 2019. Several poor strategic political decisions and corrupt leadership resulted in the uprising of the Lebanese citizens on 17 October 2019, just 2 days after the massive fires that swept through the Chouf region destroying hundreds of hectares of forest [1].

Q4 2019 was defined with continuous strikes and roadblocks debilitating life, mobility, and businesses. Cracks in the banking sector began to show and the economic system came crashing down, launching a currency depreciation that would continue to worsen throughout the years that followed. From June 2019 to June 2021, the inflation rate in Lebanon reached 281% and income poverty rose from 25% to 74% [2]. The currency lost more than 95% of its value over the two years [3]. Lebanon's GDP dropped from $55 billion USD in 2018 to $20.5 billion USD in 2021 [4].

As the situation in Lebanon continued to plummet, Lebanese struggled to access fuel, electricity, medicine, and clean water [5]. The net migration rate* for Lebanon went from -8.51 in 2019 to -16.54 per 1000 population, signifying a much greater outflow than influx of citizens [6]. From 2018-2021, Information International estimated that over 195,000 Lebanese emigrated [7].

Those that remained faced unemployment. In 2021, the unemployment rate in Lebanon reached 14.5% [8] with youth unemployment rate (15 – 24 years of age) reaching 29.6% [9]. A survey conducted by the International Labor Organization (ILO) and Lebanon's Central Administration of Statistics (CAS) found that unemployment increased from 11.4% in 2018-2019 to 29.6% in January 2022. The youth rate of unemployment reached 47.8% compared to the adult rate of 25.6%, while that of women reached 32.7% compared to men at 28.4% in the beginning of 2022 [10].

*Net migration rate is the difference between immigrants (entering the country) versus emigrants (leaving the country).

OUTCOMES

Job Creation

When the COVID19 pandemic spread globally, businesses were hit hard. Companies worldwide let masses of employees go resulting in unemployment rates skyrocketing even in first world countries. In Lebanon, companies were struggling to survive with many shutting down. INDEVCO, however, focused on ensuring the security of its employees' jobs, while continuing to offer new job opportunities to locals in and out of Lebanon. From 2019-2022, INDEVCO has hired over 900 Lebanese in INDEVCO operations worldwide supporting citizens from the company's hometown (84% male, 16% female). In addition, the company has provided employees with social assistance by adopting a flexible salary model that is frequently restructured to account for the currency devaluation and increased cost of living across INDEVCO operations in Lebanon.



Number of New Recruits	2019	2020	2021	2022
Total Lebanese	168	275	292	227
Male	154	251	253	190
Female	14	24	39	37
Total All Nationalities	697	843	1,040	1,083
Male	616	762	937	975
Female	81	81	103	108



Youth Skill Building

Since 2019, INDEVCO with its North American operations has provided internships for ~660 students from 15+ universities in Lebanon and the U.S. INDEVCO's Internship program focuses on helping students get required on-job skills and experience to close the skill gap between employer needs and youth skills, and consequently reduce youth unemployment.

Napco National Participated in the 2022 Employment & Training Forum

As part of Napco National's commitment to supporting the Saudi Vision 2030 Human Capability Development Program, the company participated in the 2022 Employment and Training Forum, held from 30 May to 1 June 2022 at Al Ahsa College of Technology. At this forum, its human resources team engaged with numerous job seekers, discussing available positions and identifying potential candidates for the company with over 1,400 student applications being submitted throughout the forum.

See full article at https://news.napconational.com/corporate/napco-national-participated-in-the-employment-and-training-forum-2022-launched-by-al-ahsa-college-of-technology-along-with-28-other-employers-and-job-providers/

Université Saint Joseph (USJ) Recognized INDEVCO for Supporting Youth in Lebanon

The Faculty of Business and Management (FGM) at Université Saint Joseph (USJ) awarded INDEVCO for their support towards youth during the 2021 Award Ceremony held on 4 October. INDEVCO provides USJ students with various internship and job opportunities that help them to gain practical work experience and acquire new skills that will be beneficial for their future growth. The ceremony took place at the Beirut campus, where INDEVCO received a trophy as a symbol of recognition for their contribution.

See full article at https://news.indevcogroup.com/sustainability/universite-saint-joseph-usj-recognizes-indevco-for-supporting-youth-in-lebanon/

Employee Skill Building

In 2019, INDEVCO and its subsidiary Napco National, trained over 2,700 employees. The companies built the skills of over 2,400 and 3,000 employees in 2020 and 2021 respectively, as well as over 3,300 employees trained in 2022. INDEVCO member companies focus heavily on building employee technical and soft skills.

INDEVCO Learning and Leadership Development (L&LD) Unit launched over 20 informal digital learning campaigns throughout the four years. These campaigns leverage on the expertise of our central service and consultancy departments to distribute knowledge informally through internal email campaigns and self-learning digital trainings.

INDEVCO North America launched Tuition Reimbursement Program for full-time employees for higher education and certifications to promote a learning culture and support employees pursuing broader knowledge or expertise.

Sharing Expertise

INDEVCO Welcomes the Lebanese Military Academy Cadet Officers for Training





INDEVCO Learning and Leadership Development (L&LD) unit organized a 3-day visit for 120 Lebanese army officers under training in the Military Academy to experience first-hand manufacturing process of a product from raw material to finishing good.

See full article at https://news.indevcogroup.com/corporate/indevco-welcomes-the-lebanese-military-academy-cadet-officers-for-training/

Napco National Welcomes French International School Students at Recycling Facility in Jeddah

Napco National launched sustainability and recycling awareness program with schools in Saudi Arabia to educate new generation on the importance of recycling.

French International School of Jeddah visited Napco National recycling plant in Jeddah on 13 March 2019 to learn about recycling efforts and impacts on the environment. During the visit, Napco National highlighted the importance of sustainability, shared recycling expertise with middle school students aged, and provided a 1- hour plant tour.

See full article at https://news.napconational.com/corporate/napco-national-welcomes-french-international-school-students-recycling-facility-jeddah/





UNIVERSITIES

AMERICAN UNIVERSITY OF BEIRUT
Université Antonine
USJ
LAU
NDU
UNIVERSITY OF BALAMAND
USEK
iecd
Technical Schools
Georgia Tech
NC STATE UNIVERSITY
UNCW
RANDOLPH-MACON COLLEGE
UNIVERSITY of VIRGINIA

COUNTRIES

Lebanon
Saudi Arabia
U.S.

Partnering with Universities

INDEVCO Signs MoU with Lebanese American University (LAU)

INDEVCO signed a 2-year renewable Memorandum of Understanding (MoU) with the Lebanese American University (LAU), ranked second university in Lebanon, on 1 November 2019. INDEVCO will provide training to over 30 LAU undergraduate and graduate students giving them the opportunity to apply theoretical knowledge, learn new ideas, and gain practical experience in their field of study. In 2020, INDEVCO enrolled over 22 students in an internship program at the group despite the COVID19 pandemic and the economic crisis.

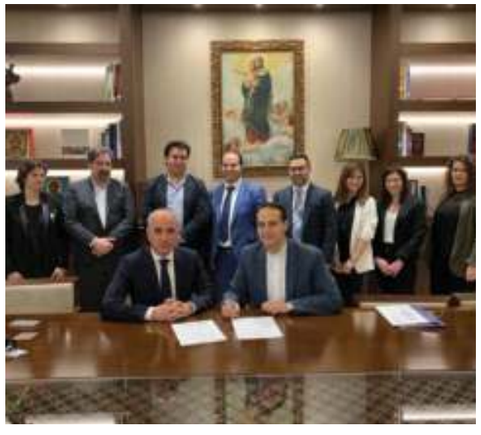
See full article at https://news.indevcogroup.com/corporate/indevco-signs-mou-with-lebanese-american-university-lau/



INDEVCO Partners with Antonine University to Exchange Expertise

On 11 April 2019, INDEVCO Human Resources & Organizational Development (HROD) representatives visited Antonine University campus in Baabda, Lebanon to sign a one-year renewable agreement. As part of the agreement, INDEVCO and Antonine University will exchange expertise between executives, professors and students in the fields of Engineering, Business Administration, Human Resources, and Graphic Design. INDEVCO will offer students workshops, internships, and seminars to enhance and build skills needed in the market. The MoU promotes collaboration between professors and INDEVCO executives on senior research projects and laboratory testing.

See full article at https://news.indevcogroup.com/corporate/indevco-partners-with-antonine-university-to-exchange-expertise/



INDEVCO & the University of Balamand Sign Agreement

On 5 December 2019, INDEVCO visited the University of Balamand (UOB) campus in Koura, Lebanon, to sign an agreement of cooperation to conduct research and exchange expertise. The MoU will provide Balamand students training and skill building opportunities at INDEVCO companies in Lebanon. The agreement will also enhance both university and INDEVCO research and development capabilities.

See full article at https://news.indevcogroup.com/corporate/indevco-the-university-of-balamand-sign-agreement-for-continuous-collaboration-support/



Phoenix Machinery – Medical Division Signs MoU with Holy Spirit University of Kaslik (USEK)

Phoenix Machinery's Medical Division signed a Memorandum of Understanding (MoU) with USEK BioMedical Department on 18 August 2021 for cooperation on projects in the medical sector. The MoU allocated Phoenix Medical responsibilities including teaching, mentoring, and training students, supporting final year projects and medical device design and development, and availing equipment, machineries, and other resources.



INDEVCO Collaborates with European Institute for Cooperation & Development to Empower Technical School Students

On 26 October 2022, INDEVCO signed a new agreement with the European Institute for Cooperation and Development (IECD) to train and develop the skills of students from three technical schools in Edde, Cortbawi, and Ajaltoun, Lebanon. Based on performance, these students will be eligible for full-time employment at INDEVCO companies. As part of the agreement, INDEVCO will deliver empowering sessions at the schools on how to succeed and thrive in the business world, as well as invite students to visit its manufacturing plants throughout the year to better understand the working environment.

See full article at https://news.indevcogroup.com/corporate/indevco-collaborates-with-european-institute-for-cooperation-development-to-empower-technical-school-students/



INDEVCO Signs Agreement with Institut Mgr Cortbawi des Soeurs des Saints Coeur Adma

INDEVCO signed an agreement to support the students of Institut Mgr Cortbawi des Soeurs des Saints Coeurs Adma to continue their education through a specific program from 1 October 2021 – 30 September 2022. The program focuses on electromechanical and maintenance majors, and students are offered training experience at INDEVCO, as well as job opportunities upon completion.

Napco National Signs Agreement to Support Employment Vocational Training Program in Collaboration with the Higher Institute for Plastics Fabrication & SABIC

In 2022, Napco National signed an agreement to support the vocational training program for Saudi youth in cooperation with the Higher Institute for Plastics Fabrication and SABIC. This aligns with Napco Nationals continuous efforts to support Saudi youth and develop the national industrial sector.

Napco Flexible Packaging division has overseen this initiative for more than 14 years and has resulted in the training and employment of more than 1,000 young people in cooperation with the Higher Institute for Plastics Fabrication and SABIC.

See full article at https://news.napconational.com/corporate/partnerships-for-goals-in-the-presence-of-his-excellency-the-minister-of-industry-and-mineral-resources-napco-national-signs-an-agreement-to-support-the-employment-vocational-training-program-in-col/



Sponsoring of Student Packaging Design Competitions

UNIPAK Sponsors the 3rd Edition of Arab Student Starpack

UNIPAK sponsored for the 3rd consecutive year the Arab Student StarPack competition that took place on 26 June 2019, at the headquarters of the Union of Arab Chambers Adnan Kassar Edifice for Arab Economy in Beirut. Among several winners, Ms. Sara El Rayess, MUBS student, was granted the 'UNIPAK creative award' for her new packaging concept for cubical pieces of Halawa offering more convenience for the consumer.

As Gold Sponsors of the event, UNIPAK took the opportunity to hold a special engagement booth where they met with the event attendees and participants and highlighted their support for the university students showing dedication towards their projects. The competition plays a major role in engaging the youth in the industrial process and involving them in developing inclusive and sustainable packaging designs. It equally provides them with the opportunity to unleash their creativity to upgrade the packaging of recognized products in their countries.

See full article at https://unipaklb.com/news/unipak-sponsors-the-3rd-edition-of-arab-student-starpack/

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Environment



Growing Renewable Energy Capabilities in the Middle East

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Our commitment is to reduce energy consumption across the group and prioritize the dependence on renewable power.

How we manage this topic

One of INDEVCO's predominant yet strategic initiatives is powering operations with renewable energy. Majority of our operations are located in regions with heavy exposure to the sun for about 300 to 345 days a year. This was a driving force behind installing PV power plants across INDEVCO's member companies in Lebanon.

INDEVCO's commitment to reduce energy consumption expanded beyond our operations and plants, by collaborating with ministries and municipalities, healthcare institutions and other organizations to introduce solar projects in Egypt and Lebanon. In 2021, our solar energy investments extended to Cyprus and further plans are underway to expand to other countries.



Why this topic matters

To limit global warming is to hold the global temperature to below 1.5 degrees Celsius, in compliance with the Paris Accord in 2015 [1]. Accordingly, CO2 emissions ought to be reduced substantially by converting the current fossil-fuel dependent energy system to renewable energy. In 2020, over 260GW of renewable energy capacity was added globally, surpassing the previous record by almost 50% [2]. Furthermore, the total installed capacity of solar PV reached 710 GW globally by the end of 2020, with around 125 GW of new solar PV capacity added [3]. However, global fossil CO2 emissions increased by 5.3% in 2021 as compared to 2020, almost reaching pre-pandemic 2019 levels [4].

With a total increase of 6.5% in 2021, total fossil CO2 emissions also increased in the EU [5]. Yet, this increase is just about half of the reduction that took place between 2019 and 2020 (-10.8%) [6]. Subsequently, the EU27 emissions fell by 5% between 2021 and 2019, continuing a downward trend [7].

Between 2019 and 2020, the global share of renewables in the power mix deteriorated because of a higher use of electrical power systems to cope with the rising demands. Thus, after a -1.3% reduction rate in 2020, the global energy intensity decreased by -1 in 2021, away from the 2010-2019 average of -2%, and far from the levels needed to meet Paris Agreement [8].

In the Middle East and North Africa (MENA) region, the energy transition towards renewables is well under way. The region benefits from improved and ambitious energy investment and diversification plans.

Although ambitions, market size, and readiness differ among countries, the overall picture remains one of dynamism, as the driving force finds its way in the need to meet growing energy demand, promote economic growth, maximize socioeconomic benefits, and meet decarbonization objectives.

Internal Solar Savings at INDEVCO Companies

Lebanon

Impacts

11,185 polycrystalline PV panels

3.9 MWp combined capacity

5,475 MWh of energy/year

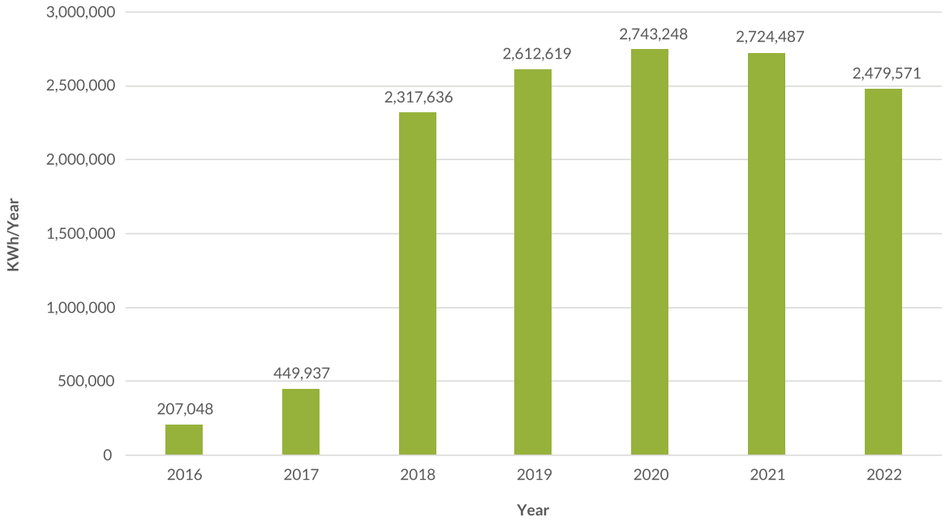
Over the years, Phoenix Energy has installed solar photovoltaic (PV) power systems across INDEVCO sister companies in Lebanon including INDEVCO Headquarters in Ajaltoun, Masterpak, and Sanita plants in Zouk Mosbeh, Unipak and Unipak Tissue Mill in Halat, and Interstate Inks and Sanita plant in Hosrayel.

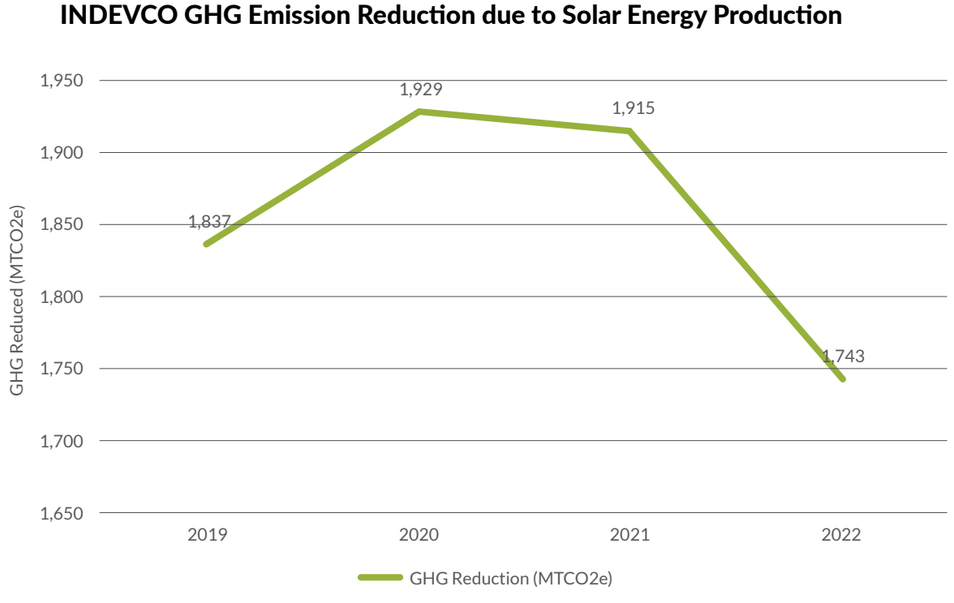
	Sanita Hosrayel Plant (2019)	Phoenix Group in Safra (2019)	Masterpak – Bazyoun Recycling Plant (2020)
Capacity	600 kWp	200 kWp	600 kWp
Energy	900 MWh/year	300 MWh/year	525 MWh/year
# of PV panels	1,818	606	1,061
Area	3,636 m^2	1,212 m^2	2,121 m^2
GHG Emission Reduced Annually	632.7 $MTCO_2e$ 50.1 kg NOx 2.6 kg SO_2	210.9 $MTCO_2e$ 16.7 kg NOx 0.9 kg SO_2	369.1 $MTCO2_2e$ 29.2 kg NOx 1.5 kg SO_2











Solar Installations

Cyprus

Impacts

15,385 polycrystalline PV panels

10 MWp combined capacity

15,000 MWh of energy/year

10,545 $MTCO_2$

In 2021, Phoenix Energy began its first project in Cyprus. The company was commissioned to set- up and install the Anarita PV Plant, a 10 MWp ground-mount PV plant for power distribution.

Solar Installations

Egypt

Impacts

200,818 polycrystalline PV panels

66.27 MWp combined capacity

99,405 MWh of energy/year

69,882 $MTCO_2e$ reduction



Benban Solar Park: The World's Largest Solar Power Farm

In March 2019, Phoenix Energy launched a 64 MWp PV project as part of the Benban Solar Park. This power plant can power 50,000 homes and provide electricity to the Egyptian Electricity Transmission Company (EETC).

Project Scope	
Capacity	64 MWp
Energy	156,000 MWh/year
# of PV panels	193,600
Area	1.1 million m^2
GHG Emission Reduced Annually	74,000 metric tons of CO_2 emissions ($MTCO_2e$)



ENOVA – Majid Al Futtaim Mall Solar PV Project

In 2019, Phoenix Energy launched carpark with on-grid PV power systems at three major Majid Al Futtaim malls in Egypt: Mall of Egypt in Giza, Maadi City Center in Cario, and Alexandria City Center in Alexandria. The project is part of a Memorandum of Understanding signed with ENOVA, regional leader in integrated energy and multi-technical services.

Total Project Scope	
Capacity	1.75 MWp
Energy	2,625 MWh/year
# of PV panels	5,304
Area	9,394 m^2
GHG Emission Reduced Annually	1,845 $MTCO_2e$ 146.2 kg NO_x 7.4 kg SO_2



Smaller-Scale Projects in Egypt

Project Name	Year	Status	Capacity	Energy	# of PV panels	Area	GHG Reduction
Royal Fruits Solar PV System Corrugated roof top, on-grid system, working in synch with Egyptian public grid	2021	Complete	496 kWp	744 MWh/ year	1,503	3,006 m^2	523 $MTCO_2e$ 41.4 kg NO_x 2.107 kg SO_2
Residence Roof mounted, on-grid system	2021	Complete	24 kWp	36 MWh/ year	73	2,900 m^2	25.31 $MTCO_2e$ 2.01 kg NO_x 0.102 kg SO_2

Solar Installations

Lebanon

Impacts

18,393 polycrystalline PV panels

8.5 MWp combined capacity

12,808 MWh of energy/year

9,004 $MTCO_2e$

With the total collapse of the energy sector in Lebanon, households and businesses became predominantly dependent on privately owned generators. Electricity from the central grid became near nonexistent (1-2 hours a day). 54% of households were estimated to be without electricity [6]. Prices to subscribe to private generators skyrocketed in line with fuel prices and the currency devaluation. Therefore, the need to develop renewable energy has become a necessity to reduce emissions as well as the price, and to ensure the backup and the continuity of all economic, healthcare, and educational sectors.

Local Businesses

Impacts

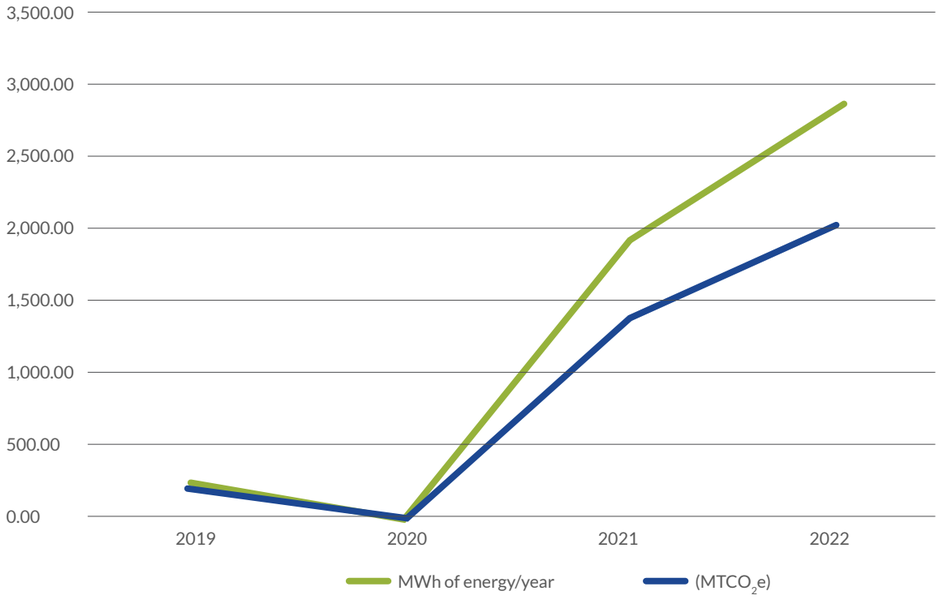
7,597 polycrystalline PV panels

3.24 MWp combined capacity

4,865 MWh of energy/year

3,420 $MTCO_2e$

Local Businesses PV Project Impacts 2019-2022











Hospitals

Impacts

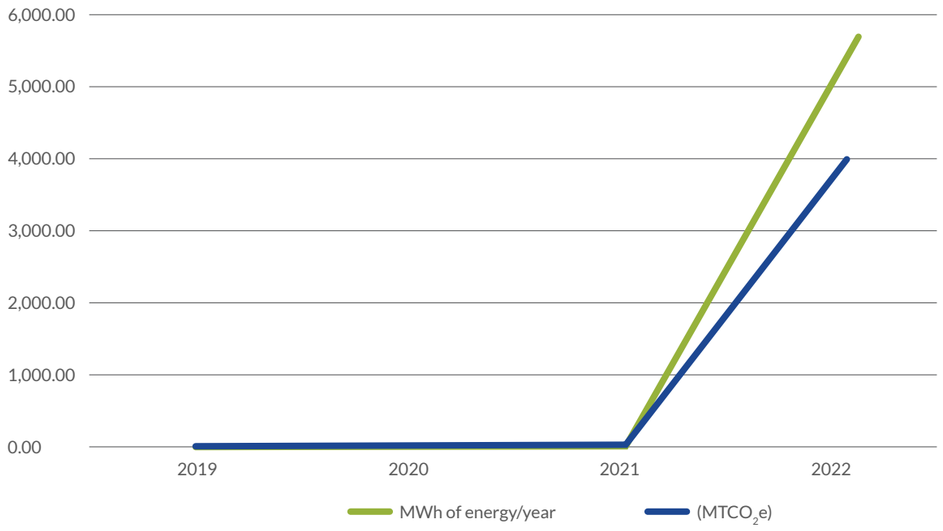
7,044 polycrystalline PV panels

3.79 MWp combined capacity

5,687 MWh of energy/year

3,998 $MTCO_2e$

Hospitals PV Project Impacts 2019-2022







Educational Institutions

Impacts

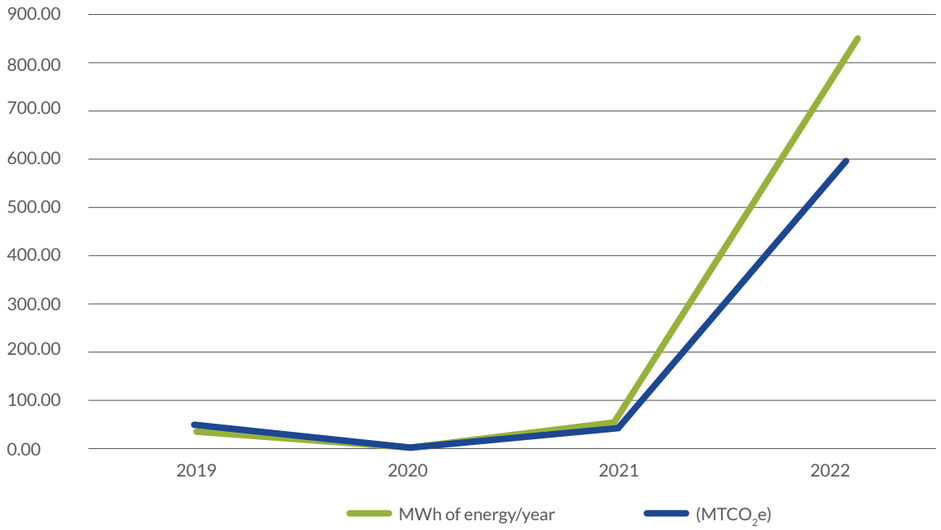
2,324 polycrystalline PV panels

0.96 MWp combined capacity

1,439 MWh of energy/year

1,012 $MTCO_2e$

Educational Institutions PV Project Impacts 2019-2022



Residential Projects

Impacts

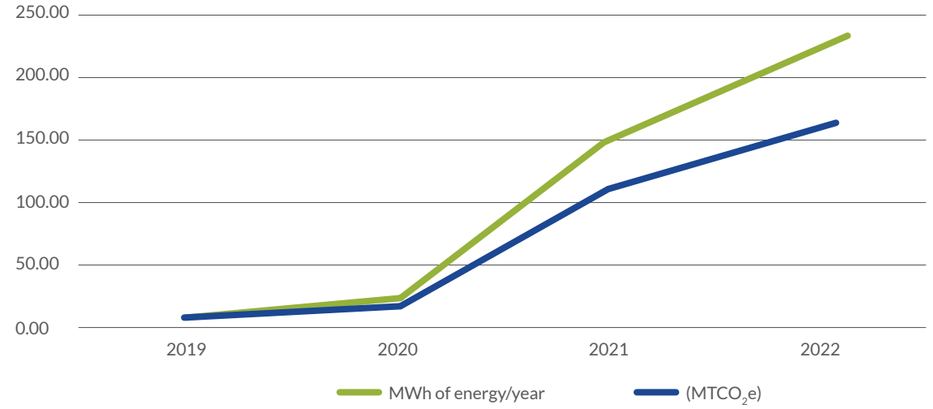
649 polycrystalline PV panels

0.27 MWp combined capacity

401 MWh of energy/year

282 $MTCO_2e$

Residential PV Project Impacts 2019-2022



Other Projects

Impacts

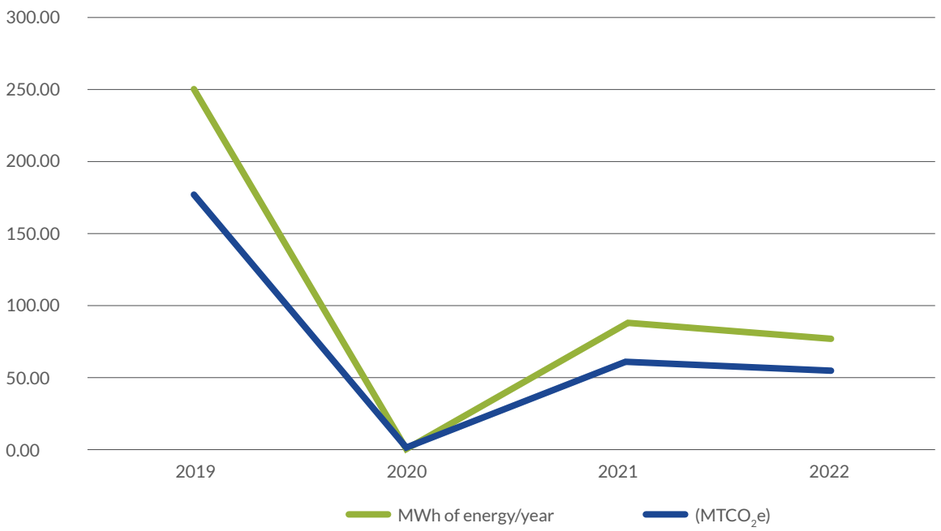
779 polycrystalline PV panels

0.28 MWp combined capacity

416 MWh of energy/year

293 $MTCO_2e$

Other PV Project Impacts 2019-2022





Electric Vehicles

Recognizing the strong shift towards electric vehicles globally, Phoenix Group took the lead in launching, in 2022, electric vehicles to Lebanon through its new branch 'Phoenix EV'. EVs reduce dependency on fossil fuels, replacing traditional internal combustion engine vehicles. EVs produce zero tailpipe emissions, thus they don't emit pollutants like carbon monoxide, nitrogen oxides, and particulate matter directly into the air.

In 2022, Phoenix sold over 100 EVs with INDEVCO business units among the first adopters. INDEVCO, Phoenix, GESPA, and Unipak transitioned most of its fleet vehicles to EVs. Phoenix installed charging stations across operations in Ajaltoun, Zouk Mosbeh, Halat, Hosrayel, etc., as well as set up an equipped workshop for quick service by its skilled and trained engineers and technicians.

INDEVCO management is encouraging employees to transition to EVs, by providing them a 4-year payment plan without any downpayment and interest-free. In addition, company employees can charge for free their vehicles on company premises. Initially, over 40 employees shifted to EVs.



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[1] United Nations Climate Change. The Paris Agreement. https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement

[2] IRENA. Press Release: World Adds Record New Renewable Energy Capacity in 2020. https://www.irena.org/news/pressreleases/2021/Apr/World-Adds-Record-New-Renewable-Energy-Capacity-in-2020

[3] IRENA. Solar Energy. https://www.irena.org/Energy-Transition/Technology/Solar-energy

[4, 5, 6 & 7] EU Science Hub. (2022, October). Global CO2 emissions rebound in 2021 after temporary reduction during COVID lockdown. https://joint-research-centre.ec.europa.eu/jrc-news/global-co2-emissions-rebound-2021-after-temporary-reduction-during-covid19-lockdown-2022-10-14_en#:~:text=In%202021%2C%20global%20anthropogenic%20fossil,the%20world's%20largest%20CO2%20emitters

[8] Enerdata. Global Energy Transition Statistics. https://yearbook.enerdata.net/

Sourcing Paper Responsibly

301-1
2

Our commitment is to increase the use of certified chain-of-custody fiber from global sources, as well as increase the use of recycled paper materials.

How we manage this topic

Reducing deforestation is key to INDEVCO since trees are a major source of raw materials for our corrugated and paper packaging manufacturing operations, as well as our tissue mills. We are committed to UN SDG 12 for responsible consumption and production and understand our role in pushing forward a sustainable supply chain and reducing negative impacts on the environment. As such, our operations work to reduce paper material consumption through lighter weight packaging design and increasing the use of recycled materials, as well as responsibly sourcing virgin paper materials from certified sustainable forests. Our performance is monitored through such external standards as Sedex Members Ethical Trade Audit (SMETA) and EcoVadis CSR Scorecard audits.

Why this topic matters

Unsustainable paper production and consumption contributed to deforestation and natural ecosystem degradation across the years in some of the world's most ecologically valuable locations. From 2015-2020, the world showcased a 35.48% decline as 10 million hectares of forest were destroyed every year [1]. 25.8 million hectares of forest were lost in 2020, which is twice the amount of forested land lost in 2001 [2]. In total, deforestation increased 12% globally in 2020, according to the WRI [3], and the proportion of forest area globally declined from 31.9% in 2000 to 31.2% in 2020 [4]. Consecutively, 2020 was the year of record temperatures and increasing climate change catastrophes such as floods, droughts, storms, wildfires, and locust swarms [5]. Thus, it is critical for paper product manufacturers to reduce natural resource consumption and increase use of sustainably sourced materials and recycled paper materials. UN SDG 12 fosters environmentally friendly raw materials and finished goods, while UN SDG 15 sheds light on better visibility in the supply chain to pursue sustainable management of forests.

UN Sustainable Development Goals

IMPACT

100% recycling of paper & tissue industrial waste at corrugated plants & tissue mills

~70% of paper & pulp suppliers are **FSC® Chain of Custody (CoC) certified**

Over 300,000 MT of corrugated, paper, & tissue recycled at tissue mills

COUNTRIES

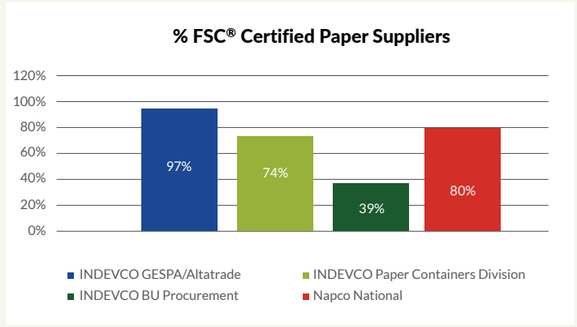
Egypt

Greece

Lebanon

OUTCOMES

Over 70% of INDEVCO's paper suppliers across INDEVCO and Napco National business units in Lebanon, Egypt, Greece, and Saudi Arabia are reported to be certified by the Forest Stewardship Council (FSC®) sustainable forestry chain of custody.



INDEVCO's central procurement and trading arms, GESPA and Altatrade, report that 97% of paper, pulp, and fluff raw material suppliers are certified in FSC®, 60% Programme for the Endorsement of Forest Certification (PEFC) certified, and 5% Sustainable Forestry Initiative (SFI) certified.

Forest Stewardship Council (FSC®) Certifications

INDEVCO's tissue mill in Egypt, Interstate Paper Industries, attained the Forest Stewardship Council (FSC®) Chain of Custody Certification in January 2013 and has maintained the certificate over the decade.

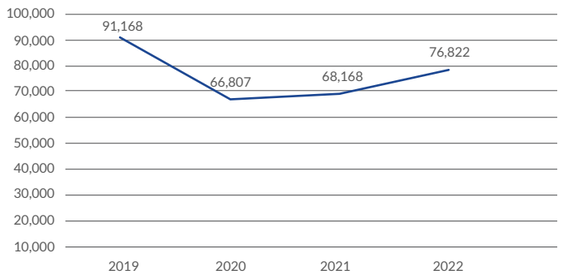
Certification	Company/Plant	Year
Forest Stewardship Council (FSC®) Chain of Custody Certification	UNIPAKHELLAS Central	2020
	UNIPAK NEWPAK	2021
	UNIPAKHELLAS Central UNIPAKNILE	2022

Recycling Paper

Our paper-making operations in Greece, under UNIPAKHELLAS Central (UHC) and UNIPAKHELLAS North (UHN), recycle 100% of industrial manufacturing paper and corrugated waste generated by the two box plants at the UHC paper mill, as well as additional collected waste from major Greek retailers. Our corrugated packaging plants, UNIPAK in Lebanon and UNIPAKNILE in Egypt, also recycle 100% of their corrugated industrial waste with third-party recyclers.

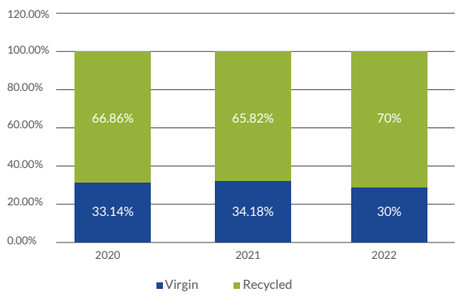
Our tissue mill operations in Lebanon and Egypt, Unipak Tissue Mill, and Interstate Paper Industries recycle all their industrial tissue waste in-house, as well as paper waste sent from sister companies such as UNIPAK, Sanita (consumer products manufacturing plant), and UNIPAKNILE. In addition, most of its needs in wastepaper are purchased from external sources.

Volume of Paper Recycled at Tissue Mills (in MT)

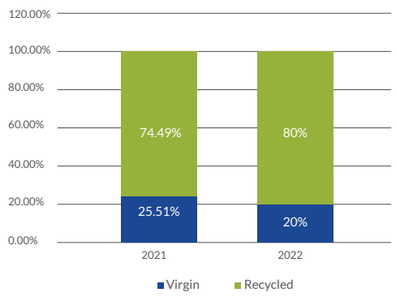


Recycled Tissue, Paper, & Corrugated Products

UNIPAKHELLAS - Central Recycled Paper Use

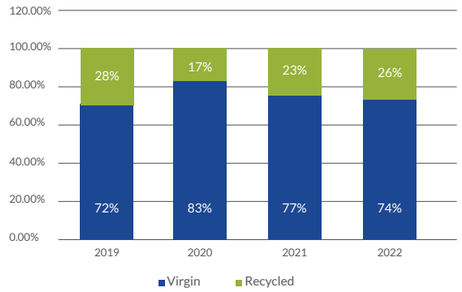


UNIPAKHELLAS - North Recycled Paper Use

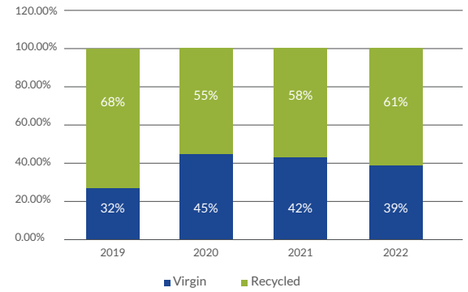


Both our tissue mills produce recycled jumbo tissue rolls. In 2022, 26% of Unipak Tissue Mill's products were recycled, while 61% of Interstate Paper Industries production was recycled jumbo tissue rolls.

UTM Jumbo Tissue Roll Production



IPI Jumbo Tissue Roll Production



References

[1,2,3] Toner Buzz. Deforestation Facts and Statistics 2022 [Global Data] https://www.tonerbuzz.com/blog/deforestation-facts-and-statistics/
[4] United Nations. SDG Indicators. https://unstats.un.org/sdgs/report/2020/goal-15/
[5] MDPI. Effect of Deforestation on Climate Change: A Co-Integration and Causality Approach with Time Series. https://www.mdpi.com/2071-1050/14/18/11303/pdf & Global Forest Watch. Global Primary Forest Loss. https://bit.ly/3hpUkBn

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Catalyzing the Circular Economy of Plastics

Our commitment is to foster premium re-use of plastic waste to reduce carbon emissions and to divert plastics destined for landfills or incineration into recycled applications supporting a circular economy of plastics.

How we manage this topic

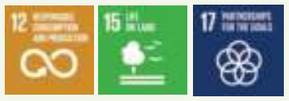
INDEVCO Flexible Packaging and Napco National CJSC Flexible Packaging divisions have actively pushed for a circular economy of plastics as part of their manufacturer and supplier responsibility to address plastic waste, while creating green revenue streams from recycling plastic waste. INDEVCO companies provide post-industrial plastic collection, recycling, and regeneration. INDEVCO also offers waste-to-energy technologies.

Why this topic matters

As global issues like pollution, waste, biodiversity loss, and climate change grow more pressing, it is essential to move towards a circular economy. A circular economy encourages redesigning products so that they do not end up in waste stream, utilizing goods and materials for as long as possible, and recycling materials from end-of-life products back into the economy to close the loop between extractions, manufacture, and disposal.

Circular economy scenarios have the potential to reduce resource extraction by 28% and to cut global carbon emissions by 39% [1]. Gulf Cooperation Council (GCC) cities could save 148 million tons of C02 emissions between 2020 and 2030 by adopting circular economy practices [2].

UN Sustainable Development Goals



IMPACT

From 2019-2022

Diverted over **300,000 m²** of post-industrial plastic scrap from landfill [10]

Eliminated associated landfilling GHG emissions by over **3,000 metric tons of carbon dioxide equivalent ($MTCO_2e$)** [11]

Reduced GHG emissions by over **170,000 metric tons of carbon dioxide equivalent ($MTCO_2e$)** from recycling plastic [12]

COUNTRIES

Egypt

Lebanon

Saudi Arabia

UAE

Adopting a circular economy not only benefits the environment but also the economy. If the Middle East countries adopt the circular economy model, they will save nearly 138 billion U.S. dollars by 2030. This will increase the total GDP of Middle East economies by 1% approximately [3].

Middle East countries are moving forward towards a circular economy. Saudi Arabia's Vision 2030 includes objectives that aim to enhance waste management efficiency, launch recycling projects, and reduce consumption and utilize treated and renewable water [4]. The United Arab Emirates is the first nation to sign the World Economic Forum's "Scale 360" initiative, a creative framework for developing a circular economy using Fourth Industrial Revolution technologies like artificial intelligence and others [5].

The Middle East is one of the highest waste generating regions worldwide. Saudi Arabia generates roughly 53 million tons of waste yearly, polluting the soil and groundwater [6]. While recycling is limited, 95% of waste is disposed of, untreated, in landfills, or incinerated [7]. Due to high population growth, rapid urbanization, and increased industrialization, waste management is a significant priority for Saudi Arabia. By 2030, Saudi Arabia plans to divert 100% of municipal solid waste from landfills through recycling 82% of this waste, and processing 19% to use as energy sources [8]. In Lebanon as well, most of the generated municipal solid waste ends up in dumpsites and landfills while 15%-20% is recovered as recyclable or reusable materials [9].

OUTCOMES

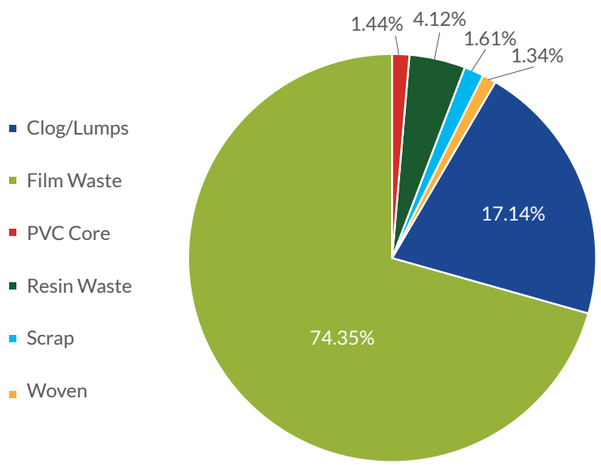
As a leading manufacturer of plastic raw materials, films, and packaging, INDEVCO and subsidiary, Napco National, address plastic waste through industrial and commercial plastic scrap recycling in Lebanon and Saudi Arabia. Napco National's Recom and INDEVCO's Bazyoun facilities use closed-loop mechanical recycling to generate high-quality recycled plastic materials that plastic converters can use to replace virgin fossil fuel-based raw materials. Recom facilities in Dammam and Jeddah offer petrochemical companies 24/7 on-premises collection, as well as sorting, washing, and regenerating recycled resins from post-industrial plastic scrap.

In 2019, the plants increased plastic scrap collection by 15.76%, Recom by 11%, and Masterpak and its Bazyoun recycling plant by 58.5%. In 2020, however, plastic scrap collection dropped by over 60% due to the high scarcity of feedstock in the Saudi Arabian market. In 2021, our recycling plants brought plastic scrap collection up 10% which they maintained in 2022.

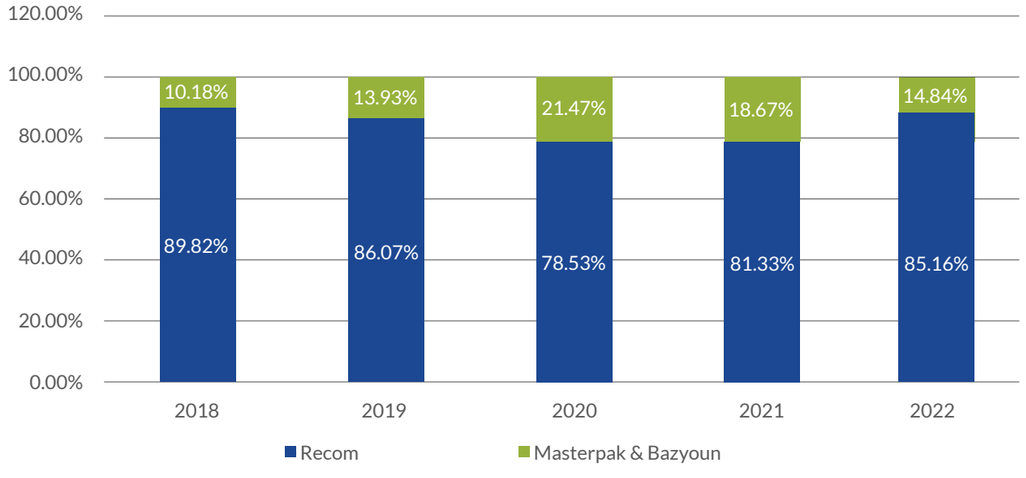
In 2020, Recom expanded production through a new machine and upgraded recycling line. In 2021, Masterpak facility in Zouk Mosbeh transferred its plastic recycling machine to the Bazyoun facility, increasing capacity by 40% from 2019. Bazyoun reached 100% capacity by Q2 2020. Bazyoun plastic recycling services focus predominantly on industrial and agricultural plastic scrap, including plastic waste generated from the production process of sister company Masterpak and post-consumer plastic scrap collected from local third-party collectors for conversion by sister companies. Although both plants invested in expanding operations, production of regenerated resin dropped gradually in 2019 and 2020, falling 8.5% in comparison to 2018. This coincides with various global situations including the COVID19 pandemic and the drop in feedstock. By 2022, however, our recycling plants brought back up production of regenerated resins to the pre-COVID19 volume.

In addition to expanding recycling operations, INDEVCO's plastic recycling facility in Bazyoun upgraded two manufacturing technologies with a new energy efficient line that reduces waste generation and improves efficiency. The plant also commissioned a PV system to power the plant with solar energy and installed a water treatment system to improve the water cycle by 20% at the washing plant.

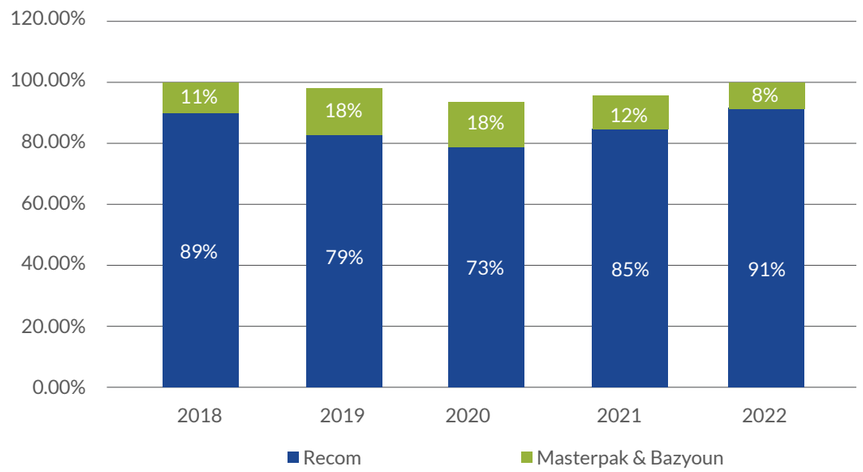
Plastic Scrap Collected by Type 2019-2022



Plastic Scrap Collection by Plant



Actual Regenerated Resins in % vs 2018*



**Taking 2018 as baseline data for comparison, percentages in 2019, 2020, 2021, and 2022 are in comparison to the total volume of regenerated resins produced in 2018.*

Clean Ups to Divert Plastics from Environment

Sanita Supported Human Environmental Association for Development Zero-Plastic Initiative for Lebanon Coast

On World Environment Day 2021, Sanita HPC supported the Human Environmental Association for Development beach clean-up initiative held on 29-30 May.

The beach clean-up ran across Jbeil, Blat, Kartaboun, Mastita, Moncef, and Fidar in Lebanon. During the clean-up event, volunteers were able to collect 1,000 large bags and 200 medium bags of plastic waste from the shores. The initiative was a part of the Sea Without Plastic project implemented with the European Union, the Lebanese Consortium for the Environment, and the Environmental Movement. It also aligned with the 'BeMed' commitment to a Mediterranean Sea free of plastic.

In addition, Sanita HPC took part in the Hiking and Cleaning project on 8 August covering Beja to Maad in Lebanon. The initiative was implemented with the youth of Beja, Ghabaleen, Ain Kafaa and Maad. During the project, Sanita HPC with the youth volunteers collected 1,200 extra-large bags of waste for recycling.



Napco National Supported Hejaz Ploggers Clean-Up Efforts in Jeddah

Starting in 2019, Napco National partnered with Hejjaz Ploggers, an eclectic team of joggers working to create a litter-free environment, to launch World Clean-Up Day initiative in September. For four consecutive years, Napco National has supported efforts to clean up the beaches and corniches of Jeddah.

In 2020, the initiative brought together over 200 volunteers, while in 2021 it expanded to bring over 500 volunteers from different ages and backgrounds to jog and pick up litter (plogging) around the beaches. Waste collected during the event was segregated and sent to corresponding and related recycling facilities in the Kingdom. In 2022, the initiative targeted two beaches: Bahador Resort offered a scuba cleanup with 12 divers collecting 50 kg of mixed waste; while Khaleej Salman beach welcomed a new record of 1,050 participants, 50% of whom were students, collecting 856 kg of plastic, 123 kg of glass, and 67 kg of metal in less than 90 minutes.

Napco Sustainability Program supported Hejaz Ploggers & volunteers by providing the essentials needed for World Cleanup Day activities, including uniforms, garbage bags, gloves, and trucks to transport the collected waste to the relevant recycling plants. Volunteers collected plastic litter from around the beach and sent it to Napco National recycling plant, Recom, supporting a circular economy of plastics in the Saudi Arabia.

See full article at https://news.napconational.com/corporate/napco-national-supports-hejaz-ploggers-clean-efforts-jeddah/

https://news.napconational.com/corporate/napco-national-hejaz-ploggers-launch-first-world-cleanup-day-initiative-saudi-arabia/

https://news.napconational.com/corporate/napco-national-and-sanita-sponsor-saudi-arabia-second-world-cleanup-day/

https://news.napconational.com/corporate/napco-national-sponsors-world-cleanup-day-for-the-3rd-year/

Napco National Supported 'Green Roads' Initiative with King Abdullah University of Science & Technology

In 2022, King Abdullah University of Science & Technology (KAUST) in Jeddah, Saudi Arabia partnered with Napco National's Recom recycling plant, Dow Chemical company, and Averda to launch the 'Green Roads' initiative.

Over 20 Napco National employees joined more than 300 volunteers to collect 860 kg plastic waste from the roads surrounding the university, which will be recycled at RECOM plant into a new bitumen modifier that enhances the quality of the roads and extends their lifespan. The bitumen will be used to build green and sustainable roads under the management of the Dow Chemical Company.





See 'Innovating Sustainable Products – Partnerships - Napco National & Dow Chemical Partner for Sustainable Roads in 2020' on page 133

See full article at https://news.napconational.com/corporate/napco-national-employees-participate-in-the-green-roads-event-sponsored-by-king-abdullah-university-of-science-and-technology-kaust-and-in-collaboration-with-its-partners-recom-do/

Napco National Participated in MODON & Jeddah's Social Responsibility Association #بيئة_عامرة Initiative

Napco National employees joined 500 volunteers to help clean up Jeddah Industrial City streets. The #بيئة_عامرة initiative was launched under the patronage of the Saudi Authority for Industrial Cities and Technology Zones (MODON) and Jeddah's Social Responsibility Association.

The initiative aimed to improve the quality of life within these areas, promote the concept of recycling, emphasize the importance of volunteer work, and the value of joint efforts between government and private sectors, highlighting the role of industrial facilities located there in preserving the environment.

See full article at https://news.napconational.com/corporate/napco-national-stars-at-industrial-facilities-participate-in-initiative-launched-to-clean-jeddah-city-streets/

Recycling at Offices & Operations

INDEVCO Launched "Be Part of the Solution, not the Source of Pollution" Office Waste Segregation Initiative in Lebanon

On Global Recycling Day, 18 March 2022, INDEVCO launched "Be Part of the Solution, not the Source of Pollution" office waste segregation and recycling initiative across all INDEVCO Business Units in Lebanon. For the initiative, INDEVCO collaborated with L'Ecoute Recycling, an NGO that works with and for people with disabilities (namely the hearing-impaired).

Paper waste (Pa+Ca)	332 L bag, 684 XL bag, 24 XXL bag
Plastic waste (PET+PI)	132 L bag, 358 XL bag, 3 XXL bag
Nylon waste	257 L bag, 62 XL bag
Mixed items	15 L bag, 222 XL bag
Glass waste	1 XL bag

INDEVCO corrugated manufacturing company, Unipak, provided 700 corrugated waste sorting bins for the separation of plastic, paper, metal, glass, and e-waste that we distributed across all INDEVCO business unit offices, floors, and cafeterias. L'Ecoute association handles the collection, further segregation, and recycling of the waste. Any revenue generated from recycling certain materials are used by the NGO to support their core mission.

By segregating the office waste, INDEVCO encourages employees to be more responsible and sustainable citizens, care for the environment, and help L'Ecoute achieve their humanitarian mission. We also encourage employees to segregate waste at home and feel free to bring this waste to the office bins for recycling, extending the initiative's impact to the homes of employees.

Napco National Launched 'Zero-Waste Offices' across Saudi Operations in Jeddah, Dammam & Riyadh

On World Environment Day 2020, 5 June, Napco National partnered with Naqaa Sustainability Solutions company to launch its 'Zero-Waste Offices' initiative at its Jeddah/Hira offices under the slogan #WeAreGreen. The primary goal of this initiative is to promote the importance of recycling and sustainability.

From July 2020 - December 2022, Napco National **collected 2.42 MT of recyclable waste** (paper & plastic) for recycling

Naqaa Sustainability Solutions company provided containers to segregate office waste by type (plastic, paper, and general waste), as well as collected the waste monthly and sent to recycling at the Waste Collection and Recycling Company Limited (Wasco) in Jeddah. In addition, Napco National distributed multi-purpose fabric bags to all employees to reduce the use of single-use plastic bags.

On Global Recycling Day, 18 March 2022, Napco National expanded its 'Zero-Waste Offices' initiative to include its head offices in Dammam and Riyadh. On World Environment Day 2022, waste segregation bins were distributed to all branches in Saudi Arabia.

See full articles at https://news.napconational.com/corporate/napco-sustainability-program-towards-a-zero-waste-offices-environment/

https://news.napconational.com/corporate/napco-national-presents-the-environmental-achievements-of-its-zero-waste-offices-program/

https://news.napconational.com/corporate/coinciding-with-the-global-recycling-day-napco-national-launches-zero-waste-offices-program-in-head-offices-branches-in-the-kingdom-of-saudi-arabia/

https://news.napconational.com/corporate/zero-waste-offices-a-napco-sustainability-program-initiative-now-in-dammam-and-riyadh-branches/

INDEVCO Flexible Packaging Companies Recycle Sludge Waste

INDEVCO Flexible Packaging division member companies, Masterpak Nile in Egypt and Interstate Inks in Lebanon are sending sludge waste for treatment and recycling. Interstate Inks' residual solvents and water are being recycled and re-used while Rotopak in the UAE annually reclaims over 85 MT of solvent from waste inks to reduce hazardous waste in line with Dubai municipality guidelines.

Partnering for Circularity

Alliance to End Plastic Waste

In 2020, we joined the Alliance to End Plastic Waste (AEPW), partnering with other key players in the industry, including suppliers and brands, to find joint solutions to the plastic waste problem globally. With plastics playing a fundamental role in multiple industries and offering a lightweight, durable, and customizable solution that is not easily replaceable, major companies across the plastics value chain came together to find real solutions to the plastic waste issue by supporting four strategic pillars.

Infrastructure

Supporting the development of infrastructure systems that capture plastic scrap and divert waste from the environment

See 'KSA Packaging Working Group' on page 116

Innovation

Innovating solutions to address the plastic waste issues, such as redesigning products for circularity and developing advanced recycling technologies

See 'Innovating Sustainable Products' on page 124

Education & Engagement

Empowering communities with knowledge to support the development of circular solutions

Cleanup

Engaging communities in cleanup activities to promote waste collection, segregation, and recycling

See 'Clean Ups to Divert Plastics from Environment' on page 112

See full press release at www.prnewswire.com/ae/news-releases/five-companies-join-membership-ranks-to-end-plastic-waste-805627344.html

In 2021, INDEVCO and subsidiary Napco National played an active role in setting up the Regional Task Group (RTG) for the Middle East and North Africa region. INDEVCO Board Member and President of Napco Packaging, Marwan Frem, took on the role of Co-Chair for the RTG alongside Nicholas Kolesch, Vice President - Projects. The role of the RTG is to translate the AEPW global strategy into the regional context and identify key areas of work in line with the AEPW's 5 areas of focus: engaging with cities, creating value for recyclates, advanced recovery and recycling, design for circularity, and societal behavior.

See full article at https://news.indevcogroup.com/corporate/indevco-co-chairs-alliance-to-end-plastic-waste-middle-east-north-africa-regional-task-group/

In 2022, AEPW nominated INDEVCO Consultancy Sustainability Strategy & Governance Manager, Gacia Apikian, to serve on an expert panel to evaluate submissions to the 'Circular Solutions for Flexibles' competition and help select innovative solutions to support in solving the plastic waste issue across the value the chain. As a judge on the evaluation panel, we reviewed, scored, and provided feedback on the applications assigned to us using the scoring rubric. After the panel reviews, five finalists were selected from which one project won the $3 million USD support during the pitching at the live event in New York in November. Submissions ranged from advanced recycling technologies/tools, innovative product designs, plastic waste recovery/collection tools, university research studies, etc.

See more at https://www.circularsolutions.thealianceprize.org/

KSA Packaging Working Group

In 2021, Napco National joined the Kingdom of Saudi Arabia (KSA) Packaging Working Group alongside suppliers, major brands, and other key industry members. The KSA Packaging Working Group was established under the Federation of Saudi Chambers to address the development of the circular economy for post-consumer packaging in Saudi Arabia. In 2022, the KSA Packaging Working Group signed an agreement and began working with the National Center for Waste Management (MWAN) to set regulations for the circularity of packaging in Saudi Arabia.

INDEVCO North America is a member of the Sustainable Packaging Coalition



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[9] Energy and Waste Solutions. United Nations Development Programme (UNDP). https://www.undp.org/lebanon/projects/energy-and-waste-solutions-0
[10]To calculate the approximate landfill surface saved, we followed the following assumptions
• When disposing, plastic waste would be compressed in bales
• Each waste bale holds 400 kg (0.4 MT) with a width of 110 cm, height of 80 cm, and length of 130 cm
• Volume of bale = LxWxH= 1.144 m3
• Landfill area per bale = LxW= 1.43 m2
[11] United States Environmental Protection Agency (2015, March). WARM Version 13: Exhibit 4, p. 5. https://www3.epa.gov/epawaste/conserve/tools/warm/pdfs/Plastics.pdf
Net landfilling emissions = 0.04MTCO2e/Short Tonne = 0.0363 MTCO2e /tonne
[12] Pusch, Thema Umwelt, 1/2009, p. 3 https://timeforchange.org/plastic-bags-and-plastic-bottles-CO2-emissions
Derivation: Recycling of plastic saves on average about 2.5 kg CO2 per kg of plastic (~2.5 MTCO2 per MT of plastic)

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Compounding Fillers from Minerals

Our commitment is to develop and expand production from naturally abundant minerals, to offer sustainable raw material options to plastics converters.

How we manage this topic

Identifying renewable raw materials as a material topic, INDEVCO's Masterpak Nile in Egypt and subsidiary Napco National's Recom in Saudi Arabia compound mineral fillers from Calcium Carbonate (CaCo3). This naturally abundant mineral replaces fossil-fuel-based raw materials. This reduces the impact of sister and external plastic packaging converters especially on finite resource depletion and greenhouse gas (GHG) emissions.

Why this topic matters

The global sustainability agenda calls for sustainable alternatives to reduce fossil fuel-based raw material consumption in both the energy industry and plastic manufacturing. Calcium Carbonate and Talc are two naturally abundant mineral fillers [1] utilized for plastic production, predominantly in polypropylene (PP) [2]. Demand for both inorganic fillers has been rising as both improve plastic properties. Calcium carbonate significantly enhances the dimensional and thermal of plastic products, improving product stiffness, along with other characteristics while decreasing power consumption during production.

UN Sustainable Development Goals



IMPACT

- Maintained **$CaCO_3$** production from 2019 to 2022 & increased **Talc** production by **46%** compared to 2018
- From 2019 to 2022, eliminated GHG emissions by **~550 thousand** metric tons of carbon dioxide equivalent ($MTCO_2e$) [7]

COUNTRIES

- Egypt
- Saudi Arabia

The global market for mineral fillers is projected to grow at a CAGR of 4.9% over 2020-2027 [3], and the global calcium carbonate market size to expand at a CAGR of 5.4% from 2022 to 2030, knowing that product demand witnessed a decline in 2020 owing to the outbreak of coronavirus [4]. The Talc market is projected to expand at CAGR of 4.9% from 2021-2031 [5]. Calcium carbonate forms 4% of the earth's crust, making it one of the most common raw materials in nature. Calcium carbonate is pervasive in nature and constantly replenished by means of natural cycles or formed as minerals. In compliance with the ISO 14021 definition of renewable, calcium carbonate is revived at a minimum twice the rate of consumption [6]. Fillers reduce the impact on resources and, thus, increasing demand for filler materials from various industries is likely to boost the market growth.

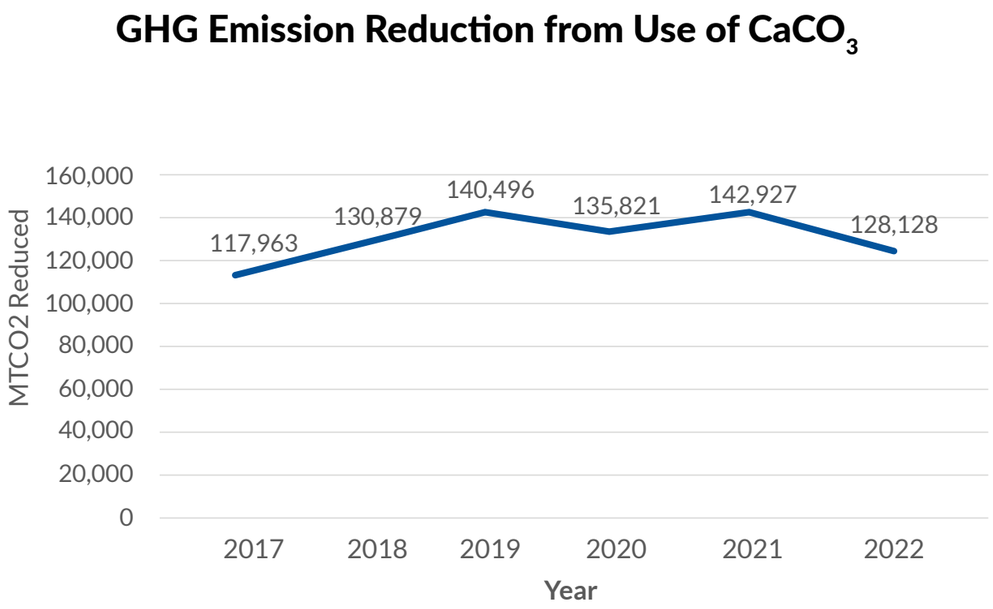
OUTCOMES

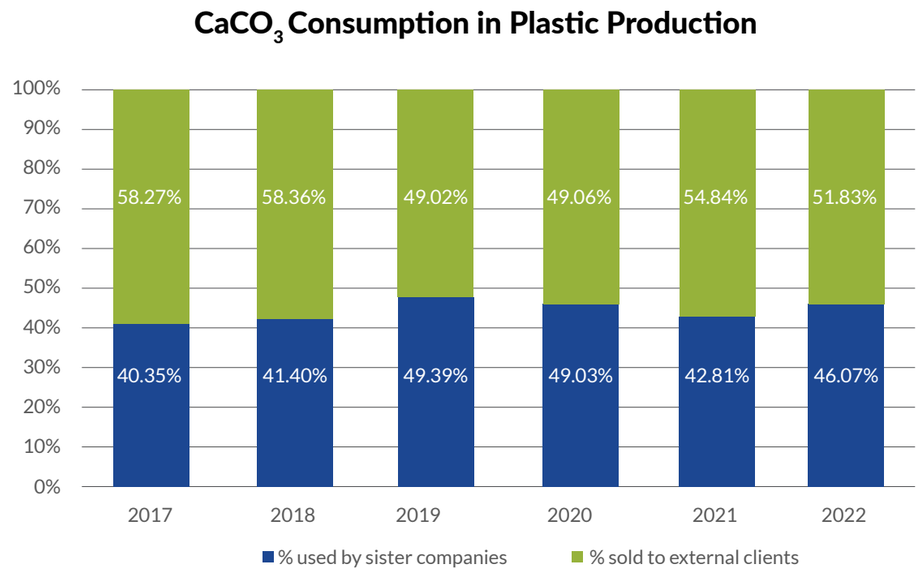
From 2018-2021, INDEVCO mineral filler manufacturing plants in Egypt (Masterpak Nile) and Saudi Arabia (Napco National – Recom) increased $CaCO_3$ production by 9.2% and Talc production by 215%. In 2022, however, production of mineral fillers faced a slight drop of 10% due to market demand and the devaluation of the Egyptian currency which impacted business operations. Given the situation globally and in the region, however, INDEVCO was able to maintain mineral filler production with slight fluctuations. As our operations also produce plastic films and packaging, INDEVCO and Napco National plastic converting plants consumed 40-50% of the CaCO3 compound produced by Masterpak Nile and Recom annually.

Calcium Carbonate reduces energy consumption and consequent greenhouse gas emissions during plastic production. From 2019 to 2022, INDEVCO has reduced GHG emissions by nearly 550 thousand metric tons of carbon dioxide equivalent ($MTCO_2e$) through the use and sale of $CaCO_3$ to plastic converters [7]. In addition to reducing energy consumption, $CaCO_3$ fillers speed up heating, cooling, and plastic converting, increase output, and support material consumption reduction (downgauging).

$CaCO_3$ and Talc are also important in enhancing the properties of plastic scrap, otherwise lost during the mechanical recycling process. Mineral fillers used in recycling plastics enhance impact strength, barrier properties, material viscosity, and help maintain stiffness [8]. $CaCO_3$ fillers can be used in end applications such as blown and cast films, blow molding, injection molding, and rotational molding [9].

Over three years, Masterpak Nile tripled silica-based talc filler production, which supports the manufacturing of plastic films with softer surface, heat resistance, better tensile strength, impact absorption, stability, and electrical insulation. Talc enhances the thermal and mechanical properties of plastic compounds [10]. It shows better transparency and less haze compared to other fillers [11]. In 2022, INDEVCO Talc production dropped 40% based on market demand which fell due to various factors including the market recession in Europe following the political turmoil in the region. Europe is a major market served for Talc fillers.





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Innovating
Sustainable Products



Innovating Sustainable Products

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Our commitment is to innovate and expand production of sustainable product portfolios to transform the industries in which we operate and improve the lives of customers.

Sustainable Brands

With sustainability at the heart of our operations and processes, we are innovating sustainable packaging solutions and consumer disposable products. Our sustainable brands reaffirm our aim to protect the environment from any harm as we work towards a healthier environment for the coming generations.



Gaia™

Gaia Brand of Sustainable Raw Materials & Packaging

In 2021, Napco National launched Gaia brand of 100% sustainable packaging & materials. The first Gaia product launched was bio-based garbage bags. The company's paper and plastic manufacturing plants are heavily focused on Research & Development (R&D) and innovation to continue launching new sustainable Gaia products. The brand offers sustainable solutions such as biodegradable packaging, lightweight and recycled content packaging, paper-based solutions, recyclable packaging, and renewable packaging. In 2022, Napco National launched the Gaia website showcasing its new product lines and the story behind the brand.

See more at https://gaia.napconational.com/

"Gaia is a journey that will continue to evolve and adapt with each new need, scientific finding, and technological development. Our destination is a promising future, a green planet, and a healthy community."

See full story at https://gaia.napconational.com/our-story/

The brand launched sub-brands with sustainably designed packaging products.

Gaia

Recyclable antiskid paper
(low & high GSM)

Gaia Bag

- Plastic-free paper bags
- Recyclable barrier vacuum bags
- Recyclable multiwall barrier layer
- Recyclable thermoforming barrier rolls

Gaia Cover

- Recyclable PET precut lids
- Recyclable PET top lidding web

Gaia Pack

- Compostable sachet
- Mono-PE laminated pouches
- Mono-PE laminated rolls
- PIR collation shrink film
- Plastic-free cold & hot paper cups
- Plastic-free paper form-fill-seal (FFS)
- Plastic-free paper sheets
- Recyclable monomaterial PP duplex
- Recyclable monomaterial PP triplex
- Wax-free meat separator

See all Gaia products at https://gaia.napconational.com/#products



Natura Sanita

Sanita Natura Brand of Eco-Friendly Consumer Disposables & Food Service Paper Products

In 2019, Sanita Natura eco-friendly coated paper cups were shortlisted in the Starbucks / McDonald's Next Gen Cup Challenge.

See full article at https://news.napconational.com/corporate/indevcos-sanita-natura-recyclable-cup-shortlisted-nextgen-cup-challenge/

From 2019-2021, Sanita Natura brand launched its sustainable tissue line including paper towels, toilet tissue, maxi rolls, table napkins, and hand towels.

- 100% Recycled Aluminum Foil
- 100% Plant-Based Biodegradable/Compostable:
  - Cling Film
  - Refuse (Garbage) Bags
  - Food Storage & Easy Lock Bags
- FSC®-Certified Paper/Bamboo/Sugarcane Compostable Plates
- FSC®-Certified Paper-Based, 100% Repulpable/Recyclable, Compostable:
  - Cone Cups
  - Baking Cups
  - Cups Brown Paper Straws
  - Food Separator
  - Sandwich Paper
  - Sandwich Bags
- Bamboo:
  - Wooden Toothpicks
  - Wooden Spoons
  - Wooden Skewers

In 2022, Napco National launched Saudi-made eco-friendly tissue line of Natura: Toilet Tissue, Paper Towels, Hand Towels, Maxi Roll, and Table Napkins. These recycled and recyclable products are responsibly sourced mainly from used papers (documents, newspapers, etc.).

See full article at https://news.indevcogroup.com/corporate/napco-national-launches-the-first-homegrown-sustainable-saudi-tissue-line/



See more at https://sanitanatura.com/

Downgauged Solutions

INDEVCO and Napco National Flexible Packaging companies are committed to reduce environmental impacts by partnering across the value chain for a circular economy of plastics, ensuring responsible sourcing, using bio-based components, and developing sustainable products.

INDEVCO and Napco National are devoted to continuous developments, such as downgauging a wide range of hygiene and tissue raw materials & packaging without losing film properties and quality.

Adult Diaper Backsheet
15% downgauged
from 20 to 17 Gsm

Baby Care Backsheet
14% downgauged
from 21 to 18 Gsm

Backsheet for Lamination
35% downgauged
from 15 to 9 Gsm

Feminine Care Backsheet
25% downgauged
from 20 to 15 Gsm

Garbage Bags
10-23% downgauged based on size and use to reduce thickness while maintaining performance

Textile Backsheet
16% downgauged
from 28 to 20 Gsm

Underpad Backsheet
20% downgauged
from 15 to 12 Gsm



Recyclable, Recycled & Bio-based* Solutions

INDEVCO and Napco National are committed to reduce carbon emissions and divert materials destined for landfills or incineration into recycled applications. Our plastic packaging manufacturing plants focus R&D on developing innovative product designs that integrate recycled or bio-based materials to reduce non-renewable fossil fuel raw material consumption. Replacing virgin resins with recycled content decreases waste to landfill, uses less energy, and helps create a circular economy. Plastic films designed for recyclability allow for regeneration of plastic scrap and packaging waste into new plastic products, encouraging a circular economy of plastics.

Rotopak Redesigns Food Packaging for Recyclability

Replaces Multi-Material Laminate with Recyclable Solution

Rotopak developed an Oriented Polypropylene (OPP)-based recyclable material structure replacing foil-based laminates for coffee sachets.

Replaces Plastic Layer in Food-Service Packaging with Water-Based Coating

Rotopak successfully launched an in-house recyclable barrier coating to replace plastic in ice cream lids and appetizer meal cartons.

Napco National Produces Recyclable Hygiene & Tissue Packaging

Backsheet & PE Outerwrap

100%

bio-based content

PE Outerwrap up to

20%

recycled materials

*Bio-Based plastics are plastic materials produced from renewable biomass sources, such as vegetable fats and oils, corn starch, straw, woodchips, sawdust, recycled food waste, etc.

See full article at https://news.napconational.com/corporate/indevco-napco-national-offer-a-full-range-of-sustainable-hygiene-tissue-raw-materials-packaging/



Masterpak Nile & Masterpak Increase Recycled Content in Plastic Films

Masterpak Nile - Sustainable Agri Films

Increased recycled content in agricultural plastic films by 3-fold in 2022, up to 16%.

Masterpak - Recycled Plastics in Films

Shrink and stretch plastic films with up to 30% Post-Consumer Recycled content (PCR)

Garbage and trash bags could reach 80% recycled material

Napco National Produces Sustainable 50% PCR Collation Shrink Film

Napco National developed sustainable collation shrink film, designed to bundle products in multipacks, using 50% Post-Consumer Recycled content (PCR) and 50% Post-Industrial Recycled content (PIR). By using recycled resins and downgauging material to a minimum thickness of 30 microns, the company reduces greenhouse gas (GHG) emissions and achieves a zero-waste manufacturing process.

Napco National is controlling and optimizing the production process of these shrink films while using advanced technologies and digitalization and maintaining performance, strength, and durability.

INDEVCO Plastics Launched Sustainable Heavy-Duty Films & Bags with Up to 50% Recycled Content

In 2021, INDEVCO Plastics, our U.S.-based plastics packaging company, launched recyclable industrial films and bags that use up to 50% PIR or PCR resins, as well as eco-friendly water-based inks. These industrial films and bags include heavy-duty form-fill-seal (FFS) film, centerfold (C-Fold) PE film, and pre-formed open mouth polybags commonly used by to pack agricultural minerals, building materials, industrial and pool salt, lawn and garden products, pet food and litter products, and petrochemical products.

See full article at https://news.indevcogroup.com/plastics/indevco-plastics-announces-sustainable-heavy-duty-films-bags-with-up-to-50-recycled-content/

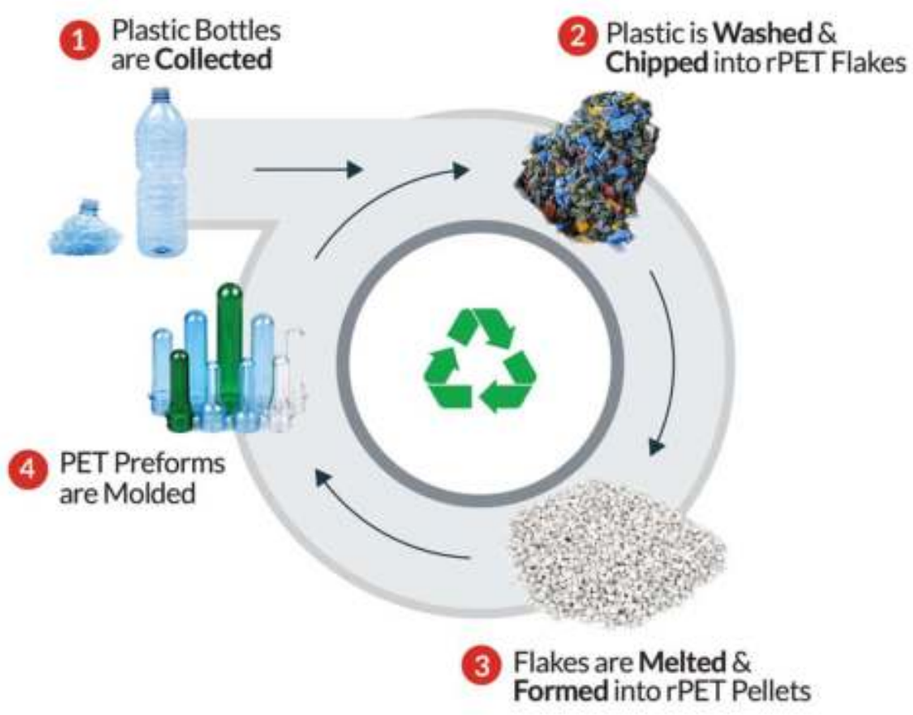


Prepak Produces Recycled PET Preforms for the Beverage Industry

In 2021, our beverage plastic packaging producer, Prepak launched recycled preforms, using recycled polyethylene terephthalate (rPET) to replace virgin polymers, as part of its commitment to the circular economy. rPET preforms reduce raw material consumption, greenhouse gas emissions from incineration & landfilling, as well as divert plastic waste from the environment and create value for post-industrial and post-consumer recycled materials.

Using advanced injection and drying equipment, Prepak rPET preforms reach 20% recycled materials, ideal for mineral water applications. In 2022, Prepak increased usage of rPET up to 80% in neck finish preform, as well as increased usage of recycled HDPE in neck finish caps and handles.

See full article at https://news.indevcogroup.com/plastics/prepak-produces-recycled-pet-preforms-for-the-beverage-industry/



MicroMB® Developed Dehydrating Additives: A Solution for Flawless Recycled Plastic Products

MicroMB® developed in 2019 advanced functional dehydration masterbatch to solve moisture derived technical problems, such as fish eye, holes, streaks, surface defects, and more.

MicroMB manufacturing plants produce a wide range of high-quality dehydrating additives suitable for manufacturing appliances, electrics and electronics, consumer goods, and packaging.

Widely used for recycling materials and with high amount of fillers during the manufacturing blowing process, these dehydrating additives replace drying machines to significantly reduce moisture in the blend during processing of Polyethylene (PE) or Polypropylene (PP). Besides solving moisture problems, they act as a pure active ingredient ensuring better machine runnability and excellent dispersion properties.

Used at low percentage ranging from 1% to 3%, these additives are credited with sustainability benefits, such as:

1. Improve production cost
2. Reduce production waste
3. Save power and energy consumption

MicroMB offers high-quality, cost-effective customized plastic compounds, such as colored, white, and black Masterbatches, Talc and Calcium Carbonate Fillers, as well as Additives, Recycled Resins, and Compounding Polymers serving a wide range of industries.

See full article at https://news.indevcogroup.com/plastics/micromb-dehydrating-additives-a-solution-for-flawless-plastic-products/



Biodegradable Solutions

Prepak focuses on renewable raw materials and continuous sustainable product development. In 2020, Prepak worked with the research and development department PACT to develop a biodegradable beverage bottle replacing PET with Poly Lactic Acid (PLA), a renewable resource.







Other Sustainable Product Launches

Films & Packaging

- Masterpak developed water-soluble plastic bags.
- Masterpak launched disease control and open UV greenhouse film for less chemical use and Solar Fumigation film to replace methyl bromide gas usage.
- Rotopak launched recyclable plastic laminates, sachets, & pouches.
- Unipak Tissue Mill increased recycled products by 35%.
- UNIPAK replaced EPS foam fillers with sustainable paper fillers.
- UNIPAKNILE fully replaced plastic-based packaging with recyclable paper material, saving approx. 15 tons of HDPE plastic packaging.
- UNIPAKHELLAS developed 100% recyclable wax-free agricultural trays.

Consumer Disposables

Marvel
100% recycled trash bags

Rosana
Toilet papers using recycled (kraft) tissue
Kraft facial tissue and interfolded towels

Sanita My Home
Trash bags downgauged to decrease the plastic usage

Sanita Handy
Bamboo paper cups reducing carton consumption

Tendrex
Compressed toilet paper reducing waste by throwing less cores & plastics

Partnerships

Napco National & Dow Chemical Partner for Sustainable Roads in 2020



Napco National in collaboration with Dow combined Research and Development (R&D) and expertise to develop new bitumen modifier that enhances road properties and extends lifetime while reducing environmental impacts.

The bitumen modifier improves the durability of roads to sustain through exposure to tough external factors including high temperature, water, UV radiation, and traffic loads. This polymer modified bitumen increases road life compared to non-modified bitumen and results in less need for road maintenance. The product provides high thermal stability and permeability, strong mixing properties to avoid separation or segregation, as well as high temperature properties and low temperature flexibility. It also restricts the environmental impact of roads by reducing natural resource consumption, integrating plastic scrap which diverts plastic away from landfills and the environment and reduces corresponding greenhouse gas (GHG) emissions.

See full article at https://news.napconational.com/corporate/napco-national-and-dow-chemical-partner-for-sustainable-roads/

Easternpak & Kudu Join Hands to Create the Ultimate Product Packaging in 2021

Aiming to create a concept that flows with the current fast lifestyle and meets the 'on the go breakfast' trend, Kudu, a pioneer of food transformation in Saudi Arabia, envisioned the creation of a new breakfast box in 2020, and relied on EASTERNPAK for the development of this new and sustainable product.

See full article at https://news.napconational.com/plastics/easternpak-and-kudu-join-hands-to-create-the-ultimate-product-packaging/



Prepak Partners with PACT & Lebanese University to Enhance Plastic Recyclate Quality

Prepak, Polymer Application Center for Technology (PACT), and the Lebanese University work on enhancing the post-consumer PET quality for recycling through chain extenders.



INDEVCO Plastics Launches Recyclable, 50% Recycled Collation Shrink Film

In 2021, INDEVCO Plastics collaborated with Dow to create an innovative shrink bundling film designed for multi-packs. This sustainable circular plastics solution incorporates 50% post-consumer recycled (PCR) resin and is entirely recyclable.

This specialized collation shrink film is tailored for food and beverage manufacturers who package their products in multi-unit bundles. Dow's PCR resin, initially introduced for shrink applications in North America in October, is composed of 70% certified PCR sourced from a dependable local U.S. supplier.

The collation shrink film, characterized by its thin gauge and exceptional strength, is available in both plain and print-ready rolls. It has successfully undergone a battery of tests assessing its mechanical, optical, and processing properties.

See full article at https://news.indevcogroup.com/plastics/indevco-plastics-announces-recyclable-50-recycled-collation-shrink-film/



Social &
Economic

Fostering a Diverse & Inclusive Environment

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405-1b

Our commitment is to provide quality employment and decent working conditions for people of all backgrounds and promote a culture of diversity and inclusion.

How we manage this topic

INDEVCO has been providing a diverse and inclusive workplace for over six decades. Women and people with disabilities both are key priorities in our group, with coordination and programs between our HR/operations, universities, educational institutions, and partner NGOs. Accordingly, the company continuously enhances efforts to provide working mothers with a work-life balance and offering people with disabilities quality and accommodating work.

Why this topic matters

For many years and to date, Lebanon has had one of the highest overall gender gaps in the world with labor market participation hovering at 29% for women and 76% for men. Women's employment rate in Lebanon is projected to drop from 19% to 14% due to the current economic contraction rates according to the UN Women [1]. As for Saudi Arabia, women's employment is a key topic at the heart of the Kingdom's 'Vision 2030' which aims to create 1 million jobs for women and, thus, increase women's participation in the job market from 22% to 30% [2]. In 2020, the Saudi female labor force participation increased from 25.9% in the first quarter to 31.4% in the second quarter with 7,782 women getting involved in the construction sector, where women's employment was previously prohibited by law [3].

The Middle East and North Africa region has the lowest score of 61.1% of all regions in the Global Gender Gap Index. The United Arab Emirates and Lebanon are the best-performing countries in the MENA region, while Qatar, Oman, and Algeria are the worst-performing countries. However, the most improved countries for this year, compared to 2021, are Saudi Arabia, Morocco, and Kuwait [4].

In 2020, the Global Gender Gap score stands at 68.6%. This means that, on average, the gap is narrower, and the remaining gap to close is now 31.4% [5].

Other forms of diversity and inclusion include people with disabilities. One billion people or the equivalent of 15% of today's population are people experiencing some form of disability [6]. Persons with disabilities are more likely to encounter unfavorable socioeconomic consequences such as less education, lower levels of employment, higher poverty rates, and poorer health outcomes. In Saudi Arabia, the government managed to increase the rate of workers for those with disabilities from 11% to 12% by the end of 2021 according to the Deputy President of the Human Rights Commission Abdulaziz Bin Abdullah Al-Khayal. In addition, the financial support provided by the Kingdom to those with disabilities, in 2021, amounted to more than $1 billion and 300 million [7].

Diversity and inclusion are great bottom-line driving forces. Recent research has found that companies with a diverse workforce are 35% more likely to experience greater financial returns than their respective non-diverse counterparts and are 70% more likely to capture more markets [8].

As such, and despite all cultural challenges, INDEVCO Group's aim to reach gender equality and inclusion remains a key strategic objective for our social and economic spectrums.

Supporting Persons with Disabilities

INDEVCO is committed to diversity and inclusion. Facilitating employment and economic inclusion of persons with disabilities aligns with UN SDG 8 Decent Work and Economic Growth (Target 8.5) and SDG 10 Reduced Inequalities (Target 10.2) to achieve full, productive, and decent work, as well as promote the social and economic inclusion of all.

Employs 230+ Persons with Disabilities

Accommodating Workplace

INDEVCO Partners with Arcenciel to Enhance Inclusive Work for People with Disabilities

INDEVCO invited Arcenciel to coach HR and line managers from various business units in Lebanon on the importance of including people with disabilities in the workplace and the untapped value that these individuals have to offer. The workshop took place on 8 March 2019, at INDEVCO industrial complex in Zouk Mosbeh, Lebanon.

The Lebanese non-profit organization's Inclusion Training workshop focused on the social and economic integration of persons with special needs in the community, as well as provided basic etiquette, tips, and practical information to assist INDEVCO further in hiring and empowering persons with disabilities. The 6-hour workshop also presented critical statistics on mental and intellectual impairment, visual, hearing and physical impairment, and law 220/2000 in Lebanon.

See full article at https://news.indevcogroup.com/corporate/indevco-partners-with-arcenciel-to-enhance-inclusive-work-for-people-with-disabilities/

INDEVCO Enhances Efforts to Employ People with Disabilities through Visiting Arcenciel

INDEVCO Human Resources (HR) executives and line managers from across 9 business units in Lebanon visited Arcenciel in Beirut on 29 November 2019. Arcenciel provided a tour to 18 HR executives and line managers to witness firsthand the effectiveness of people with disabilities under plant working conditions. The objective of the tour was to demonstrate new possibilities for employment of people with disabilities in functions other than administrative and office work.

The visit was part of INDEVCO's partnership with Arcenciel, which also included a workshop in March 2019. The workshop by Arcenciel coached INDEVCO HR and line managers on the importance of hiring and including people with disabilities in the workplace.

INDEVCO business units are working to equip facilities and accommodate employees with disabilities. INDEVCO's family currently includes over 30 employees with disabilities in Lebanon.

See full article at https://news.indevcogroup.com/corporate/indevco-enhances-efforts-to-employ-people-with-disabilities-through-visiting-arcenciel/







Napco National Obtained 'Mowaamah Certification' 2020 from the Ministry of Labor & Social Development for Persons with Disabilities Inclusive Work Environment

Napco National successfully acquired the 'Silver Mowaamah Certification', granted by the Ministry of Labor and Social Development for Persons with Disabilities Inclusive Work Environment, in December 2020. The award recognizes the company as a supportive and comprehensive work environment for persons with disabilities. The company's 'Qudratak.. Quwatak' program has made significant strides by providing quality employment to over 100 individuals with disabilities across the company's various facilities. In 2022, Napco National, INDEVCO subsidiary appointed the 'Qudartak..Quwatak' committee of 9 employees dedicated to ensuring the wellbeing and best interest of employees with disabilities.

See full article at https://news.napconational.com/corporate/napco-national-obtains-mowaamah-certification-2020/

Mental Health Promotion Training for Employees with Special Needs

Committed to the wellbeing of our employees, we understand that this includes both physical and mental health. As such, in 2022 Napco National launched a mental health awareness training for employees with disabilities under its 'Qudartak..Quwatak' program. The training explained the importance of caring for one's mental health, understanding the factors and triggers that can negatively impact psychological stability, as well as effective methods to improve mental health at work or at home. Fatima Al Khalaf, the Mental Health Ambassador at Napco National, conducted the training at the Carlton Al Moaibed Hotel in Dammam. Al Khalaf is also the creator of the Committee for Mental Health Promotion at the Workplace in cooperation with the National Center for Mental Health Promotion.

See full article at https://news.napconational.com/corporate/mental-health-promotion-training-for-employees-with-special-needs/

Job Creation & Skill Development

Across the group, over 30% of employees received training every year from 2019-2022. Skill development and growth of employees is a key priority at the group. INDEVCO and its subsidiaries believe in the equal importance of nurturing core and functional technical and behavioral skills of people with disabilities. Since 2019, 27-37% of employees with disabilities have received training and skill building annually.

Comprehensive Rehabilitation Center Recognized Napco National for its Continuous Support

The Comprehensive Rehabilitation Center for Males in Dammam, affiliated with the Ministry of Human Resources and Social Development branch in the Eastern Province, awarded Napco National for its support of the center during the graduation ceremony for the year 1443 AH, 2022 AD. Over the years, Napco National has employed over 50 employees from the center alone.

See full article at https://news.napconational.com/corporate/napco-national-receives-an-award-at-the-comprehensive-rehabilitation-center-graduation-ceremony-in-dammam/

Driven by its Belief in Diversity & Inclusion, Napco National Participates in Tamkeen Career Fair 2021

Understanding the private sector's role in the economic empowerment of vulnerable communities and people with disabilities, Napco National participated for the second time in 'Tamkeen Career Fair' in the Eastern Province.

Tamkeen is an initiative launched by the Ministry of Human Resources and Social Development to support the beneficiaries of social security that include widows, divorcees, people with disabilities, and orphans, by offering them various job opportunities in collaboration with private sector companies and government agencies.

See full article at https://news.napconational.com/corporate/driven-by-its-belief-in-diversity-and-inclusion-napco-national-participates-in-tamkeen-career-fair-2021/

INDEVCO Supports & Walks with Al Younbouh

Demonstrating our commitment to the successful empowerment and integration of people with disabilities in the community, we support the Al Younbouh Center in Lebanon. The NGO is a non-residential rehabilitation center for children and adults with mental disabilities. Annually INDEVCO sponsors their 'Walk with Al Younbouh' event in Jounieh, Lebanon. The walk brings hundreds of citizens to walk the old souks and raise awareness for their cause, as well as integrate with students. Employees also bring their families to walk with the NGO.

Empowering Women

Although the gender gap remains large worldwide, awareness on the importance of the economic empowerment of women has increased. At INDEVCO operations worldwide, we aim to foster an empowering and inclusive environment with no prejudice or harassment. Our code of conduct and diversity and inclusion policies ensure that our recruitment process is inclusive and meritocratic, and that our workplace embraces the differences of nationalities, gender, abilities, and so forth. From 2019-2022, INDEVCO and subsidiaries trained and developed skills of 15-27% of female employees each year across operations.

Employs 800+ Women across operations

Initiatives for Women's Wellbeing

INDEVCO Brings Oncologist to Spread Awareness on Breast Cancer

In 2019, INDEVCO female employees across Lebanon were invited to attend a private awareness session organized by the Learning and Leadership Development (L&LD) department with Soha Wellness to help share essential prevention and early detection tips.

Caring for employees and their families, INDEVCO encouraged women to bring their female relatives to the session as well.



Fam & Zahra Stand Together Against Breast Cancer

For over 13 years, Napco's Fam brand of feminine hygiene products has partnered with the NGO Zahra Breast Cancer Association during October Breast Cancer awareness month to encourage women to get screened and take care of their health and wellbeing. The campaign focuses on raising awareness about the importance of early breast cancer detection.

The integrated campaign maximizes impact by launching communications on social media and TV, as well as setting up booths at malls in Saudi Arabia. The booths welcome women from across the Kingdom to learn about how to look out for breast cancer and the importance of regular tests and checkups to ensure early detection.

In 2019, the joint campaign focused on '#More_than_90%', emphasizing that over 90% of breast cancer diagnosed can be treated due to early detection. Booth visitors were encouraged to pledge their commitment to getting screened and participated in a competition that would award them Fam feminine hygiene product gifts.

In 2020, the campaign 'Al 3afou Wal Afia' came amid the COVID19 pandemic and focused on reiterating the importance of self-care and awareness in early detection of breast cancer. In addition to donating 30,000 duplex boxes of face masks to Zahra for the campaign, Fam also partnered with Hyper Panda to donate 2 SR for every Fam trifold value or economy pack sold throughout the month to the NGO's fundraiser.

In 2021, the company sponsored Zahra Breast Cancer Association's 12th annual breast cancer awareness campaign under the slogan '#YourHealththeFlowerofYouth'. In 2022, Napco National launched the annual breast cancer awareness campaign under the slogan #RaytekWardiah. This year the campaign included testimonials from breast cancer survivors shared across Fam's social media platforms, as well as a microsite developed to facilitate the screening process. Fam offered subscribers a chance to win a one-year supply of Fam feminine care products.

See full article at https://news.napconational.com/consumer-brands/fam-zahra-take-action-defeat-breast-cancer/

https://news.napconational.com/corporate/fam-encourages-women-to-make-early-breast-cancer-detection-a-top-priority/

https://news.napconational.com/corporate/fam-and-zahra-join-efforts-for-the-13th-consecutive-year-in-a-powerful-breast-cancer-awareness-campaign/

Private Empowers Women with 'Believe & Achieve' Campaign

As part of its 'Believe & Achieve' campaign, INDEVCO feminine hygiene brand, Private, celebrated International Women's Day on 8 March 2022 with an online and offline initiative that promoted women's potential and self-fulfillment.

The campaign ran throughout the Middle East and North Africa region (MENA), with booths set up at malls in Saudi Arabia, the United Arab Emirates, Kuwait, Egypt, and Lebanon giving women a chance to win valuables prizes and Private Goodie bags. Messaging at booths, on social media platforms, and across major radio shows and roadshows promoted inspirational messages that empower women to reach their aspirations.

The brand also partnered with key women influencers in the region highlighting women's achievements and supporting their aspirations.

See full article at https://news.indevcogroup.com/consumer-brands/private-celebrates-international-womens-day-with-its-empowering-ente-addah-campaign/

Promoting Family-Friendly & Inclusive Workplaces

Presented at **Workshop on Women's Recruitment, Retention, & Promotion** by AUB & MEPI

Participated in **Family-Friendly Workplaces panel** discussion by the IFC and World Bank, with the Chamber of Commerce

Joined Brainstorming Session on **Women's Employment in the Private Sector** by Mashreq Gender Facility & World Bank



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Enhancing Employee Health & Safety

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Our commitment is to put in place and train staff on safety procedures and policies that meet international standards for decent and safe working conditions to preserve employee health and wellbeing.

How we manage this topic

INDEVCO has always been alert to employees' wellbeing and safety, recognizing it as one of its top priorities. Occupational health and safety is endorsed by stakeholder responses at INDEVCO and acknowledged as a clear material topic. The company implemented international health and safety systems across all operations and, thus, our internal audit and insurance departments are consistently conducting planned and impromptu audits assessing housekeeping, policies, hazard prevention, and adherence to international labor law and certification requirements.

Why this topic matters

Occupational injuries, deaths, and illnesses take a heavy toll in developing countries, where large numbers of people are involved in dangerous work-related activities. According to the International Labour Organization (ILO), 2.3 million workers die every year from work-related injuries and diseases. Moreover, ILO finds that more than 4% to 6% of the world's annual GDP is lost because of work-related injuries and diseases for most countries [1]. Consequently, poor workplace health and safety management can negatively impact sustainable economic growth [2]. A research conducted in 2021, based on a review of the top 100 SGX-listed (Singapore Stock Exchange) companies' Sustainability Report issued in the financial year 2020, showed that SDG 8 (Decent work and Economic Growth) is the most stated goal reported by organizations in line with their business strategy, while SDG 3 (Good Health and Well-being) is ranked as the third reported goal, right after Climate Action (SDG 13) [3]. UN SDG 3 ensures healthy lives and promotes well-being for all at all ages. In target 3.9, it sheds light on significantly reducing the number of deaths and injuries from hazardous chemicals and air, water and soil pollution and contamination by 2030.

Health, Safety, & Wellbeing Training

Throughout 2019-2022, INDEVCO, subsidiary Napco National, and INDEVCO North America conducted over 50 occupational health and safety training sessions across operations, reaching almost 2,000 employees every year.

INDEVCO Trains Employees on First Aid Techniques

INDEVCO provided new employees with in-house training sessions in First Aid Techniques at INDEVCO Headquarters. The session provided basic knowledge and taught participants how to be prepared in case of emergencies in the workplace or at home. INDEVCO's Health, Safety & Environment Regional Manager, Gebran El Karnaouni, delivered the training that guided employees on how to react in case of health emergencies.

The session was split into an informative part that helped employees build general knowledge around bleeding, burns, injuries, wounds, poisoning, etc., as well as a practical part. The practical part of the session helped employees get hands-on experience on CPR, fracture fixation, etc.

The training covered:

Awareness in First Aid:

- Cardiopulmonary resuscitation (CPR) & AED usage
- Nose bleeding (Epistaxis)
- Sprain symptoms & first aid (practical)
- Burns (second degree)
- First aid kit content
- Eye injury
- Shock state - recovery position (practical)
- Jellyfish injury treatment
- Risk of moving a spine trauma
- Arm fracture fixation (practical)

Basic First Aid session:

- How to act in front of an accident
- Bleedings: internal, external, natural orifices (practical)
- Fractures (lower & upper limbs) - (practical)
- Wounds: superficial & open ones / first aid kit content
- Poisoning (bites & chemicals / drugs)
- Spine fracture
- Transportation methods (practical)
- CPR & AED usage (practical)

INDEVCO Trains Employees on Firefighting & Evacuation

INDEVCO provided six full day in-house Firefighting and Evacuation training sessions throughout May 2022 at INDEVCO Headquarters, Zouk Mosbeh, Lebanon.

INDEVCO's Health, Safety & Environment Regional Manager, Gebran El Karnaouni, conducted fire safety training for employees, equipping them with essential skills for responding swiftly during fire emergencies. 88 employees took the training which covered fire type recognition, root causes of fires, usage of fire protection equipment and extinguishers, familiarity with evacuation plans, and hands-on firefighting techniques.

This training served to minimize the risks of injuries and property damage resulting from fires, fostering a secure work environment that enhances employee security and confidence.

The training covered:

Firefighting basics:

- Fire triangle

Evacuation:

- Fire classes
- Types of extinguishers
- How to use a fire extinguisher
- Fire alarm components
- When we should not fight a fire
- How to prevent fire
- How to extinguish an LPG cylinder
- How to extinguish an oil fire
- What to do if you catch fire
- Objectives of an emergency plan
- How a fire alarm works
- Actions to be taken when a fire is detected
- Actions during evacuation

INDEVCO North America Runs Continuous Health & Safety Training

ICORE Safety Training
Monthly training sessions cover safety topics in accordance with the CFR standards set by the U.S. Department of Labor.

EHS Monthly Newsletter
Launched in March 2021
Covers safety topics in the workplace, plant news, personal health and wellness, and related services available to employees and their families.

Health & Wellness Awareness Campaigns

Physical Health

Rotopak Launched 2022 Employee Health & Wellness Campaign

In October 2022, Rotopak collaborated with UniCare Medical Center to organize a health check for all employees at Rotopak premises in Al Quoz, Dubai. Fostering employee health and wellbeing, the health check included medical exams, blood pressure, and blood sugar tests. Regular health checks are essential for early detection of health problems and to proactively prevent chronic diseases.

As caring for employee's wellbeing is one of the company's top priorities, Rotopak launched this campaign to raise awareness about the importance of maintaining a good health and to increase employee wellbeing leading to higher performance, engagement, and retention.

> **"We are embedding health & well-being at the heart of our strategy since Rotopak team is our main asset, and we recognize that a healthy and committed workforce is vital to our business success. Health is the essence of our corporate culture. Therefore, employee well-being is our core objective."**
>
> - *Muntazir Tinwala, Rotopak General Manager.*

See full article at https://news.indevcogroup.com/corporate/rotopak-launches-2022-employee-health-and-wellness-campaign/

Napco National Cared for Employee Health with Medical Day Campaign

As part of its commitment to the health and wellbeing of its employees, Napco National, a subsidiary of INDEVCO, launched a Medical Day campaign at three of its largest branches Napco Manufacturing (Recom), Napco Industry (UPPC – Hygiene), and Uniplast in Jeddah, Saudi Arabia.

Napco National partnered with Al-Abeer Medical Group to help offer over 300 employees the seasonal Influenza vaccine, as well as a series of physical medical exams, including:

- Blood pressure
- Random blood sugar
- BMI reading
- Eyesight
- Hearing
- General medical check-up

See full article at https://news.napconational.com/corporate/napco-national-medical-day-campaign/

Mental Health

INDEVCO subsidiary, Napco National, appointed a Mental Health Promotion Committee which implemented an Employee Assistance Program to promote further dialogue on mental health and encourage employees to communicate and seek help when needed. Napco National is committed to providing its employees with a place where they feel comfortable expressing themselves openly and honestly.

Napco National Launched MOVEmber Men's Health Awareness Month in November 2022

In 2022, Napco National launched a competition to raise awareness on men's health throughout November. The company invited men across its operations to walk 60 km over the course of the month to commemorate the 60 men lost to suicide every hour around the world.

The company shared a 'Move' calendar to help employees track and record their daily movements and at the end of November participating men submitted their calendars with pictures and videos of their walk. The campaign focused on encouraging men to be active physically.

Napco National Launched Mental Health Program on Suicide Prevention Day

Understanding that mental health is a fundamental part of overall health and wellbeing, Napco National launched a suicide awareness campaign as part of its Mental Health Program on Suicide Prevention Day, 13 September 2022.

The internal awareness campaign highlighted the warning signs to look for in others and oneself. The internal campaign also shared an inspirational video to help employees overcome depressive and suicidal thoughts and encourage them to seek help from the committee when struggling emotionally.

Occupational Health & Safety Certifications

Certification	Company / Plant	Year
Occupational Health & Safety OHS Lite Certification	NEWPAK	2019
ISO 45001:2018 Occupational Health & Safety Management System	Napco Flexible Packaging division: Napco Modern Plastic Products Company, Uniplast, Multipak Masterpak Micro Epsilon	2020
	Napco Flexible Packaging division: Recom, Napco Modern Plastic Products Interstate Paper Industries	2021
	UNIPAKNILE Interstate Inks Roto Packing Materials Industry Co.	2022
ISO Integrated Management System (ISO 2015 :9001, ISO 2015 :14001, & ISO 2018 :45001)	Napco Flexible Packaging division: Multipak, Uniplast, Compact, United Plastic Products Company – Tech, Napco Modern Plastic Products – Sack Napco Consumer Products division Polymer Application Center for Technology (PACT) Sanita Consumer Products SAE	2021
	Napco Industry National Paper Products Company Napco Consumer Products division: Napco Consumer Products Company, Napco Riyadh Paper Products Company, National Paper Company Ltd., and Napco Paper Products Company	2022

**The table above shows the occupational health and safety certifications attained or renewed from 2019-2022.*

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[3] World of Safety and Health Asia. The Sustainable Development Goals and Workplace Health and Safety. https://wshasia.com/safety-health/the-sustainable-development-goals-and-workplace-health-and-safety/

Rooted in Serving Local Communities

In line with our philosophy “What is good for the community is good for the company”, our commitment to social responsibility is a key priority. In addition to our environmental sustainability initiatives, we have conducted numerous campaigns throughout 2019, 2020, 2021, and 2022 that support the community and the wellbeing of the people. Although at INDEVCO we try to focus on making big positive impacts, we also recognize that a leap is the equivalent of multiple smaller steps. As such, we shed light on both our larger and smaller local community initiatives.

Contributing to the Less Fortunate

Napco National Provided Pilgrims with All-In-One Hajj Bags at Jeddah Islamic Port

Saudi Arabia

In collaboration with Together Society group, Napco National welcomed more than 800 Sudanese pilgrims who arrived on board a ferry, in 2019 at the Jeddah Islamic Port by surprising them with All-In-One Hajj Bags. The Hajj bags were made to meet the pilgrims’ needs during their journey to Hajj, which included Sanita Club facial tissues, Ihram, toothbrush, toothpaste, wound pastem, and protective masks. This initiative targeted elderly pilgrims and those from lower-income groups who could not afford flight fares.

See full article at https://news.napconational.com/corporate/napco-national-surprises-800-pilgrims-one-hajj-bags-jeddah-islamic-port/

Distributed 800 All-in-One Hajj bags to elderly Sudanese pilgrims





Sanita Distributed Food to Families in Need in Collaboration with Etaam NGO

Saudi Arabia

Sanita, a leading household disposables brand in the Kingdom of Saudi Arabia (KSA) and the GCC, and the non-profit Food Bank, Etaam, partnered in 2018 to launch a joint food saving and donation campaign for the less fortunate.

In 2019 and 2020, Sanita and Etaam collected quality meals and leftovers from community events, hotels, and restaurants and distributed them to families in need. The collaboration distributed over 106,000 meals by Napco National and Carlton Al-Moaibed to beneficiaries across the Kingdom.

See full article at https://news.napconational.com/consumer-brands/sanita-and-etaam-continue-to-save-the-blessings/



Distributed 106,000+ meals by Napco National & Carlton Al-Moaibed to beneficiaries across the Kingdom

Napco National Participated in the National Campaign for Charitable Work through ‘Ehsan Platform’

Saudi Arabia

In 2021, Napco National participated in the ‘National Campaign for Charitable Work’ by donating 1 million SAR through Ehsan platform. This annual national campaign provides various donation programs through Ehsan platform for those who are in need across the Kingdom of Saudi Arabia. It was launched with the generous support of the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz and the Saudi Crown Prince, Mohammed bin Salman Al Saud.

See full article at https://news.napconational.com/corporate/napco-national-participates-in-the-national-campaign-for-charitable-work-through-ehsan-platform/



Donated 1 million SAR through Ehsan platform to develop society & meet community needs

Napco National Launched Kiswa Project Campaign for Clothes Donation

Saudi Arabia

Coinciding with the International Day of Charity, Napco National in partnership with Kiswa Project launched its third annual Kiswa campaign for clothes donation in 2022. The annual campaign of Kiswa Project was launched for the first time in 2020.

Donated 1,205 pieces of clothing to underprivileged families through Kiswa Project

The donation campaign expanded to include all Napco National main offices in Saudi Arabia and the GCC. Many employees participated in this campaign, which lasted for three days. Kiswa project trucks received the donations and transported them to Kiswa Center in Saudi Arabia and the Gulf, where they were sorted and distributed properly to underprivileged families. In 2022, Napco National donated 1,205 pieces of clothing, which reduces climate change and landfill space caused by textile waste and is equivalent to 870 kg of CO_2 emissions, 1,446,000 L of water consumption, 72 kg of fertilizers, and 48 kg of pesticides*.

This initiative enhances the role of the company and its employees in community service and achieving the United Nations Sustainable Development Goals (SDGs) that encourage the achievement of meaningful partnerships and reduce inequalities between individuals in societies.

**Impact numbers provided by Kiswa Project.*

See full article at https://news.napconational.com/corporate/the-third-annual-kiswa-project-clothing-donation-campaign-officially-launched-by-napco-national-across-the-kingdom-of-saudi-arabia-and-the-gulf-cooperation-council-countries/

https://news.napconational.com/corporate/napco-national-launches-the-second-annual-kiswa-project-campaign-for-clothes-donation/

https://news.napconational.com/corporate/the-third-annual-kiswa-project-clothing-donation-campaign-officially-launched-by-napco-national-across-the-kingdom-of-saudi-arabia-and-the-gulf-cooperation-council-countries/





Greater Longview United Way Launched its Annual Fundraising Campaign

North America

During the annual United Way campaign in 2019, 54% of INDEVCO Plastics Longview employees contributed to Greater Longview United Way. Greater Longview United Way addresses urgent societal needs, such as education and wellness, by uniting the collaborative power of the community in East Texas.

Its mission is to help improve quality of life by raising funds, allocating resources, and fostering volunteerism and leadership.

54% employees donated to Greater Longview United Way to help improve quality of life

INDEVCO Plastics Donated Health & Hygiene Products to Hiway 80 Rescue

North America

INDEVCO Plastics organized a 'Race to Help' inter-department challenge at its Longview, Texas plant to collect health and hygiene products for Hiway 80 Rescue Mission in 2019. The non-profit organization relies on private donations to provide emergency shelter for homeless men, women, and families in the Longview area.

With a positive spirit, employees collected over 1,000 travel-size items, towels and wipes, toiletries, baby items, and socks. The winning department was awarded gifts and lunch.

INDEVCO Plastics supports employee involvement in community sports and special work family meals.

Collected over 1,000 travel-size items + meals by Napco National & Carlton Al-Moaibed to beneficiaries across the Kingdom

INDEVCO North America Launched 'What Makes a Home' Community Initiative Focusing on Food & Shelter

North America

Food Drives: Member of INDEVCO North America, Barricade Building Products collects food donations 4 times a year ahead of major holidays for the local 'Moments of Hope' food pantry in Hanover, VA.

Home Builds: Barricade Building Products employees volunteer in 4 builds per year with Habitat for Humanity in the Richmond, VA area.

Tiny House Material Donations: Barricade Building Products donated building envelopes to Operation Tiny Home, a national non-profit, to build tiny homes for veterans and senior families affected by California wildfires.

See INDEVCO North America 2020 Sustainability Report at https://indevcoplastics.com/wp-content/uploads/2020/06/INDEVCO-Plastics-Longview-2019-Sustainability-Report-2020-06-17.pdf

Contributes to
4 Food Drives/year

Volunteers in
4 builds/year

Donated building envelopes to Operation Tiny Home for veterans & senior families







Giving Back During the Holidays

Christmas

INDEVCO Supported the Less Fortunate during Christmas 2019-2022

Every year, INDEVCO's Sustainability department organizes an employee-led initiative on Christmas to spread love and help less fortunate people. In Christmas 2019, INDEVCO distributed **food boxes to families**.

In 2020, employees donated clothes and money to many families in need and contributed financially to Better Lebanon NGO.

In 2021, INDEVCO organized an initiative across all business units to help send whatever aid and supplies that employees gathered to families in need, in collaboration with the Red Cross that distributed the donations in Keserwan Region. The items collected included food, clothes and footwear, homeware, baby items, and money contribution.

INDEVCO launched its 2022 employee-led Christmas Initiative supporting 'Berrad el Hay', a Lebanese NGO that aims to eliminate hunger and poverty by preparing and distributing free meals to the less fortunate.

INDEVCO employees lived the holiday spirit by supporting, cooking, and feeding people in need with Berrad El Hay NGO.

Unipak Donated Christmas Cakes to Al Younbouh NGO

In true Christmas spirit, Unipak, a member of INDEVCO Group, donated in 2020 **400 cakes** to Al Younbouh NGO, a non-residential rehabilitation center for children and adults with intellectual and neuro-developmental disabilities.







Sanita AFH Celebrated Christmas with SOS Village Children

In 2019, Sanita AFH employees organized a special Christmas visit to SOS Children's Village in Kfarhay where they spread hope and joy among the children, offering them loving gifts, as well as food, clothing, and other essentials.

During the joyful day filled with laugher, SOS children gave the employees a little tour inside their houses.

See full article at https://news.indevcogroup.com/consumer-brands/sanita-afh-celebrates-the-true-meaning-of-christmas-at-sos-village/

Micro Epsilon Supported Employees During Christmas

During the holiday season in 2021, amid COVID19 and the economic collapse in Lebanon, Micro Epsilon gifted its employees home care boxes full of a range of household hygiene products from laundry, dishwasher, and floor detergents, trash bags, glass cleaner, bleach, disinfectant, and facial tissue.

Micro Epsilon Celebrated Christmas 2022 with the Elderly

For Christmas 2022, Micro Epsilon organized a visit to 'La Fondation de St. Michel Sheily' retirement home. On 21 December, employees from Micro Epsilon spent a day with residents of the home to celebrate the holiday by participating in the mass, assisting the elderly, and distributing gifts including presents, food supplies, adult diapers from Sanita, garbage bags from Masterpak and more.

See full article at https://news.indevcogroup.com/plastics/micro-epsilon-team-celebrates-christmas-2022-with-the-elderly/

Sanita Persona Celebrates Christmas with Elderly & Families in Need

In 2019 and 2022, Sanita Persona employees celebrated the holidays with a Christmas lunch at Beit El Diafeh in Jounieh, Lebanon on 24 December and 23 December respectively.

The day started with employees preparing lunch at the Beit El Diafeh kitchen, after which they sat down for lunch with the families. At the end of the day, employees distributed Sanita Persona products to the families.

UNIPAK Hellas Central Supports Families in Need during Christmas

Giving back to the community during difficult times and holidays is part of INDEVCO's culture. In 2020, UNIPAK Hellas Central partnered with the Municipality of Stylis to donate food to families in need in Fthiotida, Greece during Christmas. The company donated essential food items including meat, pasta, olive oil, and legumes, which were then distributed by the Municipality.

Ramadan

Sanita® Offered One-Month Supply Giveaways at Jeddah Center during Ramadan

Sanita, the leading consumer disposables brand in the KSA and the GCC region was present at Jeddah Center for Forums & Events in Hera Street from April 26 to May 4, 2019, during which they hosted fans and guests, played games, and gave away more than 500 gift boxes full of the brand's household, family, and personal care products.

See full article at https://news.napconational.com/consumer-brands/visit-sanita-stand-jeddah-center-win-one-month-supply-ramadan/

Sanita Collaborated with Saudi Alzheimer Disease Association in 'Rafqa' Charitable Campaign during Ramadan

As part of Napco's 2019 Ramadan initiative, Sanita partnered up with the Saudi Alzheimer Disease Association in 'Rafqa' charitable campaign which aims to visit patients and families in need and provide them with Napco gift boxes. Sanita shared 300 gifts with these families in Dammam, Jeddah, and Riyadh.

See full article at https://news.napconational.com/corporate/sanita-saudi-alzheimer-disease-association-together-ramadan/

Napco National Supported Ramadan Baskets Project to Help Beneficiaries during Ramadan

Napco National collaborated with more than 20 companies and organizations to support 2021 Ramadan Baskets Project, launched by Together Society Endowment for social and charitable initiatives. In 2022, Napco National participated as a sponsoring partner in the 16th Ramadan Baskets Campaign. For a fourth year, the company supported the initiative providing its various consumer products such as aluminum foil and garbage bags.

The project provides more than **20,000 beneficiaries** with Ramadan essentials including food products, personal hygiene, and household products in quantities that meet their needs during the holy month of Ramadan. Beneficiaries include the families of prisoners, individuals living in charity housing, the families of persons with disabilities, and orphans.

See full article at https://news.napconational.com/corporate/napco-national-supports-ramadan-baskets-project-2021/

https://news.napconational.com/corporate/as-a-sponsoring-partner-napco-national-participates-in-the-16th-ramadan-baskets-campaign-in-cooperation-with-together-society-endowment-in-ramadan-2022/

Napco National 'Hand-in-Hand Give Us Wings' Campaign Supports Families in Need During Ramadan 2022

Napco National launched the #HandinHandGiveUsWings campaign for Ramadan 2022, in collaboration with Ektefaa Organization and volunteers from Al Bir Society in Jeddah. The campaign provided essential Ramadan support to over **80 disadvantaged families** in the Quwaizah neighborhood of Jeddah. Each family received two baskets: the first containing Napco National consumer products such as trash bags, aluminum foil, table covers, face masks, and feminine napkins, while the second included a selection of food products for the holy month.

Volunteers from the Napco National family and Al Bir Society actively participated in the distribution process. The #HandinHandGiveUsWings campaign emphasizes the significance of partnerships that transcend differences, foster cooperation, and drive positive change.

See full article at https://news.napconational.com/corporate/napco-national-launches-hand-in-hand-give-us-wings-campaign-for-ramadan-2022-in-cooperation-with-ektefaa-organization-and-the-al-bir-society-in-jeddah/

Supporting Blood Donation

INDEVCO Launched Blood Drive in Collaboration with Donner Sang Compter in 2021 & 2022

Lebanon

INDEVCO launched a blood drive across its premises in Lebanon in December 2021 and 2022 in collaboration with Donner Sang Compter (DSC), a Lebanese non-profit NGO that promotes voluntary blood donation. DSC collected **211 blood units** during INDEVCO blood drive, which helped save up to **633 lives.**

The 2021 blood drive ran over 5 days across INDEVCO business unit premises respectively in Mazraet Yachouh, Hosrayel, Jouret El Ballout, Zouk Mosbeh, and Halat.

Employees volunteered from member companies Prepak, Sanita, Interstate Inks, Blue Ridge, INDEVCO HQ, Gespa, Mediapak, Masterpak, Micro Epsilon, Polymer Application Center for Technology (PACT), Phoenix Companies, Unipak, and Unipak Tissue Mill.

See full article at https://news.indevcogroup.com/sustainability/indevco-collaborates-with-donner-sang-compter-to-launch-2021-blood-drive/



INDEVCO Plastics Organized 2019 Blood Drive with Carter Bloodcare

North America

In May 2019, 68% of INDEVCO Plastics Longview employees donated blood to Carter BloodCare, one of the largest blood centers in Texas, providing **300,000** units of blood components annually. Over **110 patients** at CHRISTUS Good Shepherd Health System in Longview, TX received the lifesaving blood components from INDEVCO Plastics team.

Carter BloodCare collects, processes, tests, stores, and distributes blood and blood components to medical facilities across Texas.

See full INDEVCO North America Sustainability Report at https://indevcoplastics.com/wp-content/uploads/2020/06/INDEVCO-Plastics-Longview-2019-Sustainability-Report-2020-06-17.pdf

Rotopak Organized a Blood Donation Camp

UAE

In 2022, Rotopak launched a Blood Donation Camp that brought together over **100 participants**, including employees, customers, and suppliers. During the camp, Rotopak was able to donate **86 units of blood**. Each unit of blood can save the lives of 3 people. The blood drive can help over **250 people** in need of blood. Blood was donated to Dubai Blood Donation center that supplies blood to Dubai Health Authority (DHA) and private hospitals in Dubai.











To see our GRI Content Index & Appendices check our sustainability portal:
https://sustainability.indevcogroup.com



INDEVCO

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