



MAKING THE WORLD A BETTER PLACE:

2024 Sustainability Report



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Investing in a greener future while meeting today's energy needs our commitment to a zero emission world for all.



As the world shifts towards a low-carbon economy, we are committed to investing in key commodities that not only support this critical transition but also meet the existing energy needs of today. Our mission is to bridge the gap between sustainable innovation and real-world energy demands, ensuring that progress toward a greener future is both responsible and resilient. We strive to align our business operations with ambitious environmental goals, actively working to achieve net-zero emissions across our operations. This commitment to sustainability reflects our dedication to the well-being of our stakeholders, our communities, and the planet itself. We believe that by prioritizing sustainable practices today, we can contribute to a cleaner, more prosperous world for future generations.

About This Report

Union Copper Rod Sustainability Report outlines the Group’s Environmental, Social, and Governance (ESG) strategy, progress, and performance for the year 2024.

REPORTING BOUNDARY

The report covers the 12-month period from 1 January to 31 December 2024 unless otherwise stated.

REPORTING FRAMEWORKS

The report has been prepared in reference with the Global Reporting Initiative (GRI) Standards 2021 Update, which is effective for reports published from 1 January 2023 onwards.

“ Sustainability Reporting Outline of Union Copper Rod LLC At A Glance

We invest in commodities that facilitate the transition while prioritizing meeting existing energy demands as the world moves towards a low-carbon economy. Our business goal is to bring our business operations to zero emissions for the sake of all the stakeholders and the planet!

Concerning This Report

Regarding how we manage and do business, we communicate frequently. We use a variety of channels to share information on our ESG performance, including our Annual Report and Proxy Statement, additional reports and presentations, news releases, regulatory filings, and face to face conversations with stakeholders. Our website has a dedicated ESG Information page for convenient access to published information on these problems.

“This report was prepared in reference to the GRI Standards 2021 Update, supporting global best practices in ESG reporting.”

A MESSAGE FROM THE GENERAL MANAGER



At Union Copper Rod (UCR), sustainability is not just a responsibility—it is a core part of our long-term strategy and operational integrity. As General Manager, I am committed to ensuring that our actions today protect the interests of future generations while delivering value to our stakeholders.

Our governance structure is built to uphold transparency and accountability. I report directly to the board of directors and oversee the coordination of decision-making processes through cross-functional leadership teams. This structure ensures that environmental, social, and governance (ESG) priorities are embedded at every level of our operations.

I regularly review our sustainability performance through internal reports and strategic meetings. This includes oversight of our ESG risks, progress against KPIs, and integration of sustainability into our business objectives. Responsibility for day-to-day implementation is delegated to the HSE department, which works in close collaboration with all departments to ensure alignment with our sustainability goals.

Management performance, including ESG criteria, is evaluated through a combination of key performance indicators and qualitative assessments. Our performance evaluation system reflects our belief that ESG is integral to operational excellence.

The leadership team, under my guidance, has endorsed all major ESG-related policies, including those on pollution prevention, circular economy, grievance mechanisms, and responsible sourcing. These policies reflect our alignment with international standards such as the GRI, UN SDGs, and the Copper Mark framework.

A MESSAGE FROM THE GENERAL MANAGER



UCR values transparent and meaningful stakeholder engagement. I personally lead discussions with key stakeholders—including government bodies, regulators, investors, and community representatives—to ensure our business remains socially responsive and forward-looking.

We have also validated our material sustainability topics through a structured process involving senior leadership. These topics define the scope of our sustainability strategy and reporting and reflect the issues most significant to our operations and stakeholders.

Ethics and compliance remain non-negotiable foundations of our culture. I receive regular updates on anti-corruption measures, integrity reports, and compliance audits to uphold our zero-tolerance approach to unethical behavior.

At the group level, we are proud to be part of Ittihad International Investment, which has achieved an MSCI AAA ESG rating—reflecting the strength of our parent company’s governance, environmental stewardship, and social responsibility. Group-wide ESG policies and procedures guide our actions at UCR, ensuring consistency and alignment across all subsidiaries with global sustainability expectations.

Looking ahead, our key ESG goals for the next 1–3 years include reducing greenhouse gas emissions, increasing recycled copper input, transitioning to solar power for administrative buildings, and enhancing community engagement programs. These targets are ambitious yet essential for building a more resilient and sustainable UCR.

I invite all stakeholders to join us on this journey of progress and shared responsibility.

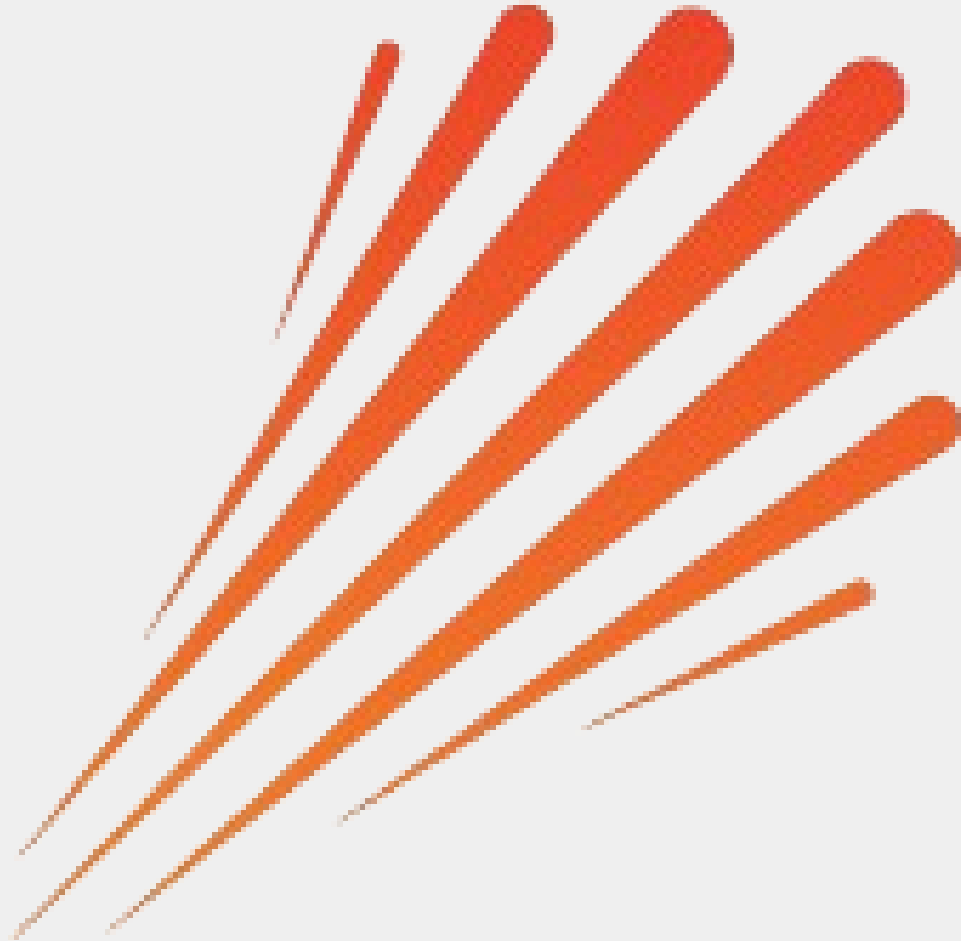


Ittihad International Investment established Union Copper Rod LLC (UCR) in 2008 in Abu Dhabi, United Arab Emirates, and it has been a model of excellence. With a 200,000 metric ton manufacturing capacity, UCR is useful for creating environmentally friendly, premium copper products that satisfy global standards. UCR is a reputable and effective exporter that works with more than 30 nations in the Middle East, Asia, Africa, and Australia. Using the best continuous rod casting technology in the business, Southwire, UCR produces high-quality copper rods. We aim to increase client satisfaction by creating a common knowledge base of expertise and offering technological solutions that complement our clients' current business procedures.

UCR prioritizes transparency and ethical conduct through a robust Code of Conduct that emphasizes accountability, anti-corruption, and fair treatment. All employees undergo ethics and compliance training, with policies regularly reviewed to ensure they meet international standards and stakeholder expectations.



Our Principles



Vision

We aspire to elevate industry standards with superior, customised copper solutions and environmental responsibility.

Mission

We deliver premium copper products and services that power progress and add value to a sustainable future.

Objectives

Our goal is to surpass with a 10% annual reduction thanks to various improvements, innovations, and process changes made at our properties. We look forward to keeping our promising in preserving this planet and providing high-quality products!

Our Sustainability Strategy

At Union Copper Rod (UCR), our sustainability strategy focuses on reducing our environmental impact, supporting communities, and ensuring strong governance. We are working toward net-zero emissions by 2050 through energy, water, and gas efficiency, emission controls, and circular economy practices. Socially, we prioritize ethical sourcing, workforce safety, and inclusion. Our governance framework ensures transparency, compliance, and ESG integration across operations.



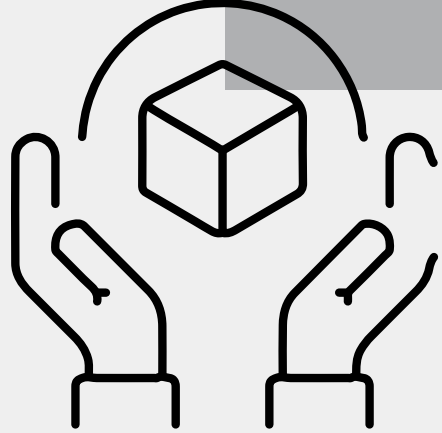
Our Values of Production

Security We always focus on security. Safety comes first, and we'll halt work if needed. We respond quickly to changes and are open to new ideas. We're constantly seeking innovative ways to provide value and raise worker safety.



Our Purpose

Ethical, Conscientious Production And Supply Our ideals guide everything we do. We value morality and appropriate business methods and support the socioeconomic advancement of the countries in which we do business.



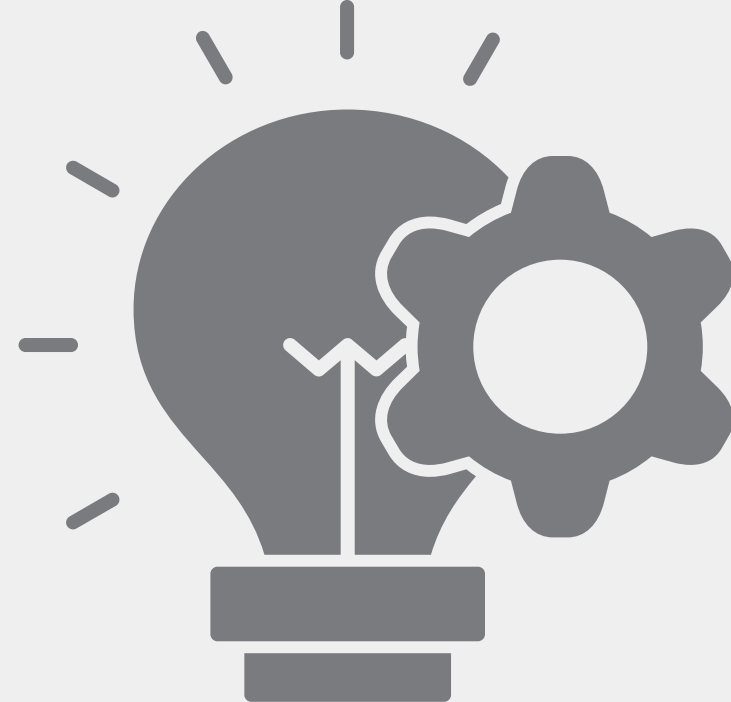
Use Products Responsibly The global community needs a consistent source of strategic commodities. By means of our manufacturing activities and marketing initiatives, we aim to increase the availability of transition-enabling items.



Our Approach

Events classified as catastrophic have grave consequences, such as many casualties, environmental destruction, or significant harm to one's image or finances. We aim to eradicate catastrophic events from our industrial properties.

In our industrial sector, we have developed programs to recognize, track, and handle catastrophic risks because of their peculiar characteristics. We assess how well we manage catastrophic risks to ensure they are adequately managed. Industrial assets must implement efficient management and mitigation plans.



Ethical, Conscientious Production And Supply

Our ideals guide every facet of our work. We value morality and appropriate business methods and support the socioeconomic advancement of the countries in which we do business.

Accountability

We acknowledge accountability for our actions. We communicate and listen to understand what other people expect from us. We work hard to enhance our environmental, social, and commercial performance.



THE INITIATIVES AIM TO:

By implementing these initiatives, your organization proactively manages energy use more effectively and contributes to broader sustainability efforts.



Reduce Energy Consumption

Through spot-on upgrades and process optimizations.



Lower Operational Costs

By minimizing waste and improving efficiency.



Decrease Greenhouse Gas Emissions

They are contributing to sustainability goals.



Enhance System Reliability

We maintain equipment in optimal condition, reduce downtime, and extend the lifespan of critical components.

Engagement of Stakeholders

Some of our stakeholders are customers, staff members, community members, regulators, analysts, shareholders, and suppliers. We maintain regular contact with these organizations to learn about their needs and to exchange details about our company's goals, procedures, and output. Our company interacts with stakeholders via various channels, sharing accountability across corporate roles and business divisions.

Importance of Stakeholders

A key element of our stakeholder engagement process is identifying material Environmental, Social, and Governance (ESG) issues. This is achieved through a detailed materiality assessment outlined in the Materiality Assessment section of our sustainability report. The assessment process is designed to capture stakeholders' input, applying the principle of impact materiality to ensure that the issues we prioritize reflect both their significance to our business and their impact on stakeholders. Union Copper Rod LLC recognizes the importance of keeping affected stakeholders informed about ESG issues that may impact them. Our communication strategies are the best to provide transparency and clarity, ensuring that stakeholders are fully aware of our sustainability efforts and their implications. We engage affected stakeholders through targeted communication initiatives, including direct notifications, dedicated briefings, and specialized forums. These efforts are aligned with Criterion 8 (Stakeholder Engagement), emphasizing our commitment to providing timely and relevant information on ESG matters. By keeping affected stakeholders informed and involved, we foster a collaborative environment that supports our overarching sustainability goals.

Overview

As part of our commitment to transparency and stakeholder inclusivity, Union Copper Rod conducted a materiality assessment to identify and prioritize the ESG topics most relevant to our stakeholders and to the business. This process helps us focus on what matters most, ensuring that our sustainability strategy is aligned with both internal operational priorities and external expectations.

Methodology

Our materiality assessment followed these key steps:

1. Stakeholder Identification: We engaged a diverse group of stakeholders including employees, customers, suppliers, regulatory bodies, and local community representatives.
2. Topic Identification: We compiled a long list of ESG topics from internal documents, peer benchmarking, global frameworks (e.g., GRI Standards), and stakeholder feedback.
3. Survey and Scoring: Stakeholders were asked to rate the importance of each ESG topic on a scale of 1 to 10. Simultaneously, internal leadership evaluated the business impact of each topic.
4. Prioritization: Scores were averaged and plotted to identify high-priority topics—those rated highly in both impact and importance.

MATERIALITY MATRIX

Materiality Matrix

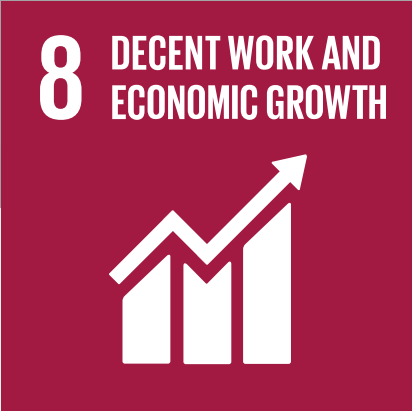




The materiality matrix underscores UCR’s alignment with global sustainability priorities and stakeholder expectations. Key topics in the high-priority quadrant—namely Sustainable Sourcing and Supply Chain, Human Rights and Fair Labor Practices, and Circular Economy and Resource Efficiency—highlight the strategic importance of ethical, inclusive, and resource-efficient business models.

These areas directly support the United Nations Sustainable Development Goals (SDGs), particularly:

SDG 8: Decent Work and Economic Growth



SDG 12: Responsible Consumption and Production



SDG 13: Climate Action



SDG 17: Partnerships for the Goals





UCR is actively addressing these priorities through:

- Our Responsible Supply Chain Policy and ongoing due diligence aligned with the OECD Due Diligence Guidance.
- Investment in closed-loop copper recycling, reinforcing our commitment to a circular economy.
- Initiatives to ensure fair labor practices, including third-party audits and grievance mechanisms.

Topics such as Product Responsibility and Customer Satisfaction and Occupational Health & Safety, though lower in stakeholder ranking, remain critical to our operational performance and compliance obligations. These will continue to be managed rigorously through UCR's integrated management systems.

This materiality assessment directly informs our sustainability strategy, resource prioritization, and reporting structure, ensuring we remain transparent, responsive, and future focused in our ESG journey.

STAKEHOLDER ENGAGEMENT FINDINGS

Ethical supply chains and sustainable sourcing.



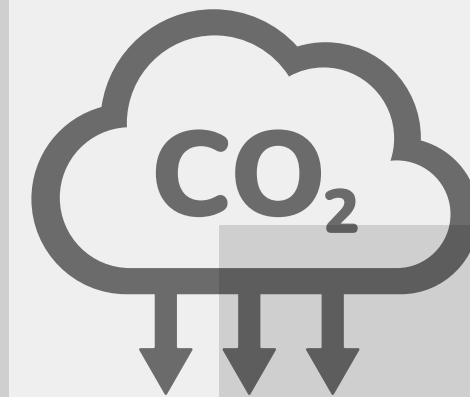
Circular economy practices.



Human rights and fair labor practices.



Transparent climate action and emissions reduction.



Our governance framework embeds sustainable practices across the organization. Led by our Board of Directors and managed by dedicated ESG committees, we oversee regulatory compliance and implement initiatives aimed at emissions reduction, resource conservation, and ethical business practices.

Governance

Our strong governance framework ensures transparency, ethical practices, and accountability at every level.

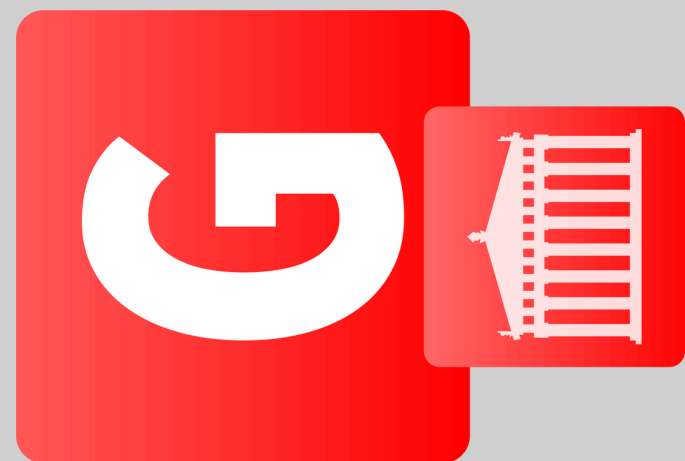
Environmental

We're committed to reducing our environmental footprint through innovation, resource efficiency, and sustainable practices.



Social

We prioritize people by fostering inclusivity, supporting communities, and promoting responsible sourcing.



FINDING THE MOST IMPORTANT ESG ISSUES

Identifying tangible environmental, social, and governance (ESG) concerns is crucial as part of our stakeholder engagement strategy. This is achieved through a comprehensive materiality assessment, as detailed in our sustainability report's Materiality Assessment section. The evaluation approach aims to gather feedback from stakeholders by using the concept of impact materiality to ensure that the issues we prioritize reflect their significance to our business and their influence on stakeholders.

ENVIRONMENTAL

01



Energy Efficiency

UCR is committed to optimizing energy use through the implementation of energy-efficient machinery and operational practices.

02



Water Management

Water is essential for our production processes. We focus on conservation, recycling, and efficient usage to minimize our environmental footprint.

03



Waste Reduction and Recycling

Recycling is at the heart of our operations. We continuously improve our systems to reduce waste generation and divert byproducts from landfills.

04



Biodiversity and Ecosystem Impact

We actively work to reduce the ecological impact of our operations and support biodiversity conservation.

SOCIAL

- 01 **Responsible Sourcing**
Ethical sourcing practices are embedded in our supply chain, ensuring compliance with ESG standards and mitigating risks. The Human Resources Manual reinforces our stance on responsible labor practices, including No Child Labor, No Forced Labor, and adherence to human rights principles.
- 02 **Health and Safety**
Our employees' health and safety are paramount. We maintain high safety standards and ensure workplace hazards are minimized. This is outlined in the Human Resources Manual, ensuring compliance with our commitment to fair labor practices.
- 03 **Labor Practices**
UCR upholds fair labor practices, offering a safe, equitable, and inclusive working environment for all employees. As per our Human Resources Manual, we strictly prohibit Child Labor, Forced Labor, and uphold Freedom of Association and Collective Bargaining rights.
- 04 **Diversity and Inclusion**
We embrace diversity and inclusion as core values, fostering a culture that respects and values every individual. Our Human Resources Manual establishes clear policies on Non-Discrimination and Harassment, Diversity, Equity, and Inclusion, and ensuring a fair workplace for all.



SOCIAL

- 05 **Community Engagement**
UCR is dedicated to engaging with local communities to ensure our operations contribute positively to their well-being. Our Human Resources Manual supports ethical employment practices, aligning with our commitment to social responsibility.
- 06 **Ethical Business Practices**
Integrity is fundamental to UCR. We operate transparently and ensure compliance with ethical standards and anti-corruption policies. Our Human Resources Manual enforces ethical labor standards, covering Employment Terms and ensuring compliance with regulations.
- 07 **Supply Chain Sustainability**
We prioritize sustainability in our supply chain, focusing on ethical sourcing and minimizing environmental and social impacts. The Human Resources Manual supports responsible sourcing by prohibiting Child Labor and Forced Labor, and ensuring fair treatment of workers.
- 08 **Climate Change Adaptation**
UCR actively works to build resilience against climate change through innovative practices and efficient resource use. Our commitment to employee welfare in this transition is reflected in the Human Resources Manual.
- 09 **Human Rights**
Respect for human rights is integral to UCR's operations, ensuring fair treatment of employees, suppliers, and stakeholders. Our Human Resources Manual explicitly upholds principles of Freedom of Association and Collective Bargaining, Non-Discrimination and Harassment, and other labor rights.



GOVERNANCE

- 01 Transparency and Reporting
UCR is committed to providing clear and accurate reports on our ESG performance, adhering to globally recognized standards.
- 02 Digital Transformation
Through advanced technologies, we improve operational efficiency and enhance environmental data transparency.
- 03 Customer Satisfaction and Quality
We deliver high-quality products that meet customer expectations while maintaining sustainable practices.

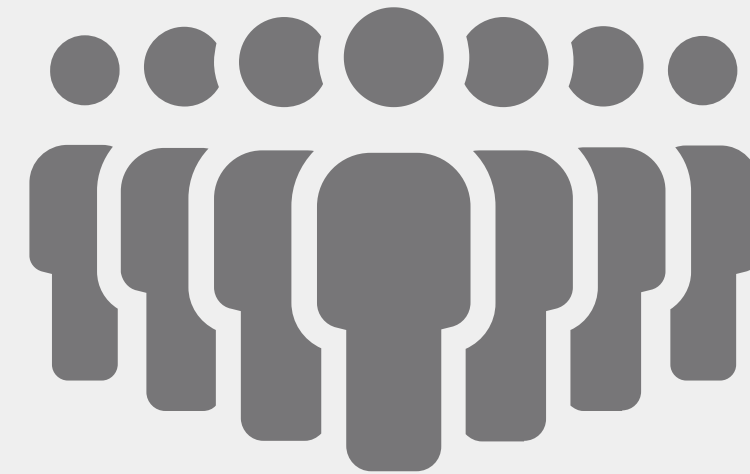


ENSURING FAIRNESS & INCLUSION AT UCR

At Union Copper Rod, we are committed to fostering a workplace where every employee is valued, respected, and provided with equal opportunities. Through our Diversity, Equity, and Inclusion (DEI) initiatives, we strive to create an inclusive environment by implementing strong policies, promoting diversity in hiring and retention, and ensuring pay equity. Regular training sessions help reinforce our DEI principles, while an internal reporting mechanism allows employees to voice concerns and contribute to a more equitable workplace.

By embedding these values into our corporate culture, we reinforce our commitment to a workplace that champions fairness, inclusivity, and long-term employee well-being.

Equally important, UCR upholds fair and ethical employment practices by ensuring that all employment terms comply with labor laws and international labor rights frameworks. We are dedicated to offering competitive wages, comprehensive benefits, and a safe working environment that upholds dignity and respect for all. Regular audits help prevent unfair labor practices, while strengthened grievance mechanisms ensure that employee concerns are heard and addressed effectively.



FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

While the UAE does not legally recognize labor unions, UCR is committed to upholding the spirit of freedom of association through alternative mechanisms that empower employees to voice concerns and participate in workplace decisions.

Legal Context (UAE)

The UAE Labor Law does not provide for trade unions or collective bargaining in the traditional sense. However, companies are encouraged to establish internal frameworks to support employee engagement and grievance redressal.

UCR's Approach

UCR ensures that all workers have safe and effective ways to express concerns and contribute to improving workplace conditions.

“While labor unions are not legally recognized in the UAE, UCR ensures workers’ rights to raise concerns through structured grievance mechanisms, employee feedback sessions, and anonymous reporting platforms.”

These practices reflect UCR’s alignment with international labor standards and its commitment to fostering a fair, transparent, and respectful workplace.

HUMAN RIGHTS RISK ASSESSMENT

Policy Foundation

UCR (through Ittihad International Investment LLC) has a formal Human Rights Policy Statement, approved by the Board of Directors, which outlines its commitment to:

- Upholding international human rights and labor standards (UNGC, ILO)
- Prohibiting child labor, forced labor, and discrimination
- Ensuring equal opportunity and fair employment practices
- Providing maternity/paternity rights and safe working conditions
- Encouraging supplier and third-party compliance with the same standards

This policy forms the foundation of UCR's approach to risk identification and management.

HUMAN RIGHTS RISK ASSESSMENT

Human Rights Risk Assessment Process

how risks are evaluated:

- Methodology: Based on geography, supplier risk ratings, and operational factors
- Coverage: Direct operations, subsidiaries, contractors, and exclusive third-party workers
- Engagement: Regular training, stakeholder dialogue, and internal monitoring
- Reporting: Anonymous, non-retaliatory whistleblower mechanism in place

"UCR conducts periodic human rights risk assessments across its operations and supply chains. While no major risks such as child or forced labor were identified, ongoing monitoring and engagement continue as part of our ethical sourcing and labor standards programs."

Ongoing & Planned Actions

- Continued risk assessments and supplier reviews
- Employee training on human rights and ethical conduct
- Annual review and updates to the Human Rights Policy
- Enforcement through KPIs and oversight by HR and the Board

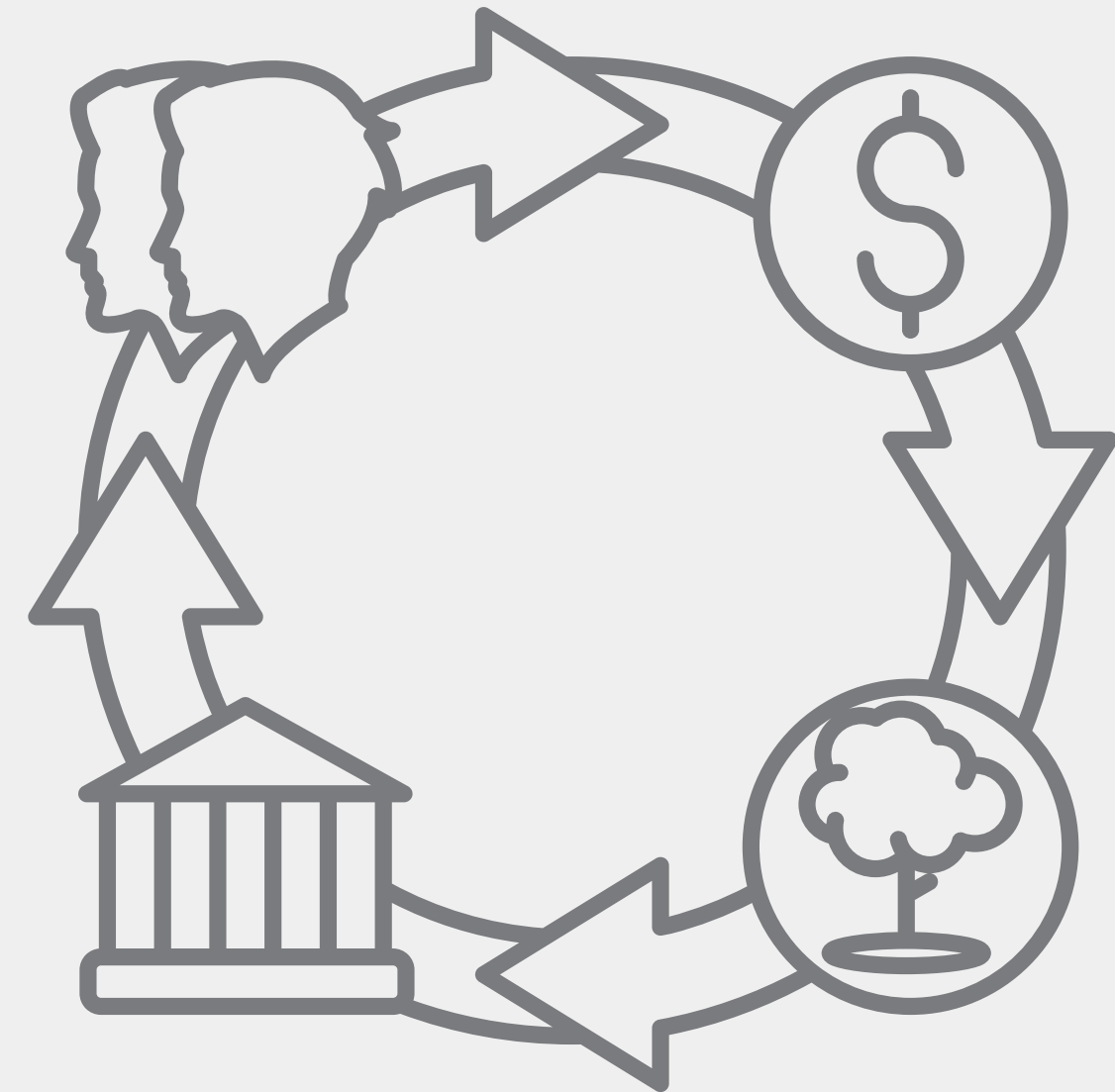
"Our Human Rights Policy Statement underscores our zero-tolerance approach to child labor, forced labor, and discrimination. We assess human rights risks annually and engage with internal and external stakeholders to mitigate any potential concerns. While no high-risk violations were identified in the last review, we maintain vigilance through supplier oversight, staff training, and confidential grievance channels."

FRAMEWORK FOR ESG GOVERNANCE

The Sustainability Committee was established by the Board of Directors of Union Copper Rod LLC to supervise risk mitigation, social and environmental strategies, and risks. The committee is made up of independent directors with oversight and authority from the board.

The Sustainability Committee oversees the top management associated with:

- In charge of developing, carrying out, and overseeing Encore Wire's ESG strategy and associated programs and guidelines.
- Oversight conversations on ESG issues with Encore Wire stakeholders and investors.
- Disseminating ESG information to internal and external stakeholders in a timely and effective manner.



The Sustainability Committee oversees Encore Wire's ESG Strategy, monitoring emerging and current trends that could influence the business's profitability, operations, and reputation. This team also monitors and suggests changes to our policies, procedures, and disclosures.

SUSTAINABLE DEVELOPMENT GOALS

- SDG6 : Clean Water and Sanitation.
- SDG7: Affordable and Clean Energy.
- SDG9: Industry, Innovation and Infrastructure.
- SDG12: Responsible Consumption and Production.
- SDG13: Climate Action.



UCR exemplifies its dedication to environmental stewardship through the implementation of an Emission Control and Monitoring System, aligning with the (SDGs).

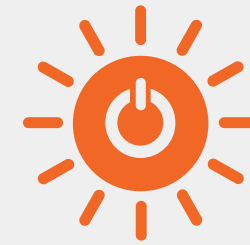
This initiative significantly diminishes emissions, fostering a cleaner environment for our local community and beyond. By actively reducing our environmental footprint, we aim to contribute to a sustainable future in line with global objectives for a healthier planet and society.

Energy Optimization At UCR



Priority SDG

Electrical Power It's amazing how much less electricity has been used since 2020—6% less. We want to save an additional 10% by 2024.



Priority SDG

Energy from Natural Gas The use of natural gas has declined by 8% since 2020, which is a positive trend. Our plan expects a further 12% decrease by 2024.



Priority SDG

Usage of Water One significant accomplishment since 2020 is the 12% decrease in carbon impact. To demonstrate our dedication to environmental sustainability, we aim to attain an additional 25% reduction by 2030.



Priority SDG

Reduction of Greenhouse Gas Emissions From 2020, we have achieved an impressive 12% reduction in our carbon footprint. To demonstrate our dedication to environmental sustainability, we hope to attain an additional 25% reduction by 2030.

ACCELERATING CLIMATE AND SUSTAINABILITY SOLUTIONS

Sustainability issues need a strong focus for the sake of the planet, human society, and local communities everywhere. Climate change is an urgent social issue that presents serious risks to businesses. Solutions that protect the environment, advance sustainable development, and spur economic expansion have the potential to advance. Our knowledge and global contacts allow us to develop solutions for an inclusive, low-carbon economy quickly. We help clients create new technologies, secure funding for environmentally friendly infrastructure, and implement transitional business plans. By helping, we hope to hasten the decarbonization of carbon-intensive industries.



OUR ENVIRONMENTAL IMPACT

At UCR, we are committed to reducing our environmental footprint and promoting sustainable operations. We focus on lowering emissions, optimizing energy and water use, and enhancing efficiency across our processes. Our approach includes strong efforts in waste reduction, recycling, and adopting circular economy practices. We also take active steps to protect local ecosystems and support biodiversity. These initiatives reflect our dedication to environmental stewardship and our role in building a cleaner, more sustainable future.

SETTING CAP



Creating a new Climate Action Plan (CAP) means setting high goals that are also doable to address climate change and promote resilience and sustainability. In addition to addressing the urgent problem of climate change, a contemporary climate action plan should be flexible and dynamic, promoting cooperation and creativity. Communities may create a future that is advantageous to both people and the environment by integrating sustainability into all aspects of planning and decision-making.

CLIMATE ACTION PLAN

Union Copper Rod engages in a range of operational activities that have varying impacts on climate change. Energy use from the electricity grid remains a major driver, as it relies heavily on fossil fuel-based sources.

Current controls include:

- The use of energy-efficient machinery and regular energy audits, with proposed actions aimed at increasing renewable energy usage and setting annual energy reduction targets.
- The use of electric vehicles for company transportation has reduced reliance on fossil fuels, and UCR plans to expand this fleet further.
- A solar panel installation is planned for the admin building's parking area, building on feasibility studies already conducted; once installed, energy savings will be monitored.
- In production, natural gas combustion in the continuous casting furnace contributes to emissions. Controls involve emission monitoring and process optimization, while future plans include exploring cleaner fuel alternatives.

For raw material sourcing:

- copper cathodes are transported from Africa, leading to transport-related emissions. UCR currently partners with sustainable suppliers and intends to assess them further for reduced emissions.
- Recycled copper sourced locally already supports low-carbon goals, and efforts are underway to increase its share.
- Waste management practices include segregation and landfill monitoring, with a goal to reduce landfill contributions by 2% by 2025 and enhance composting for organic waste.
- Recyclable waste like steel, plastic, and wood is handled externally through recycling partners, with future exploration of more recycling opportunities.

CLIMATE ACTION PLAN

Water use primarily from desalination, is monitored to reduce energy-intensive consumption.

- Technologies for water savings are in place, with targets to cut consumption by 2% by 2025 and consider alternative sources.
- Internal copper recycling is integrated into production, and further optimization is planned.
- Externally, UCR sells recyclable copper by-products, and plans include expanding sales through new markets.
- To manage its ecological footprint, biodiversity assessments are conducted, and habitat restoration programs will be developed in collaboration with conservation entities.
- Greenhouse gas (GHG) emissions, originating from energy, waste, and transportation, are regularly monitored, with science-based reduction targets set at 5% annually.

- Pollution is controlled via systems like jet pulse bag filters and regular monitoring, with improvements to strengthen pollution control further.
- UCR's commitment to a circular economy includes implementing recycling and reuse initiatives, with goals to raise recycled material input by 2% by 2025 and refine supply chain sustainability.
- Water stewardship is enhanced through usage audits and plans to develop a strategy focused on water conservation and energy-efficient practices.



Pollution

Commitment

- Prevent, minimize, and address pollution in air, land, and water, including noise and visual pollution.

Actions

- Implement air and water pollution control systems.
 - Improve emissions monitoring and compliance with regulations.
 - Reduce chemical and hazardous substance usage.
 - Optimize production processes to lower environmental impact.
 - Develop noise and light pollution mitigation strategies.
-

Waste Management

- **Commitment:** UCR is dedicated to minimizing environmental impact through responsible waste management, focusing on waste reduction, recycling, and safe disposal.
 - **Key Policies:**
 - **Compliance:** Adhere to UAE regulations and environmental standards.
 - **Waste Reduction:** Optimize processes and adopt non-hazardous alternatives.
 - **Recycling:** Increase internal and external copper recycling, promote a circular economy.
 - **Hazardous Waste Management:** Ensure safe handling, proper storage, and environmentally sound disposal.
 - **Training & Accountability:** Regular employee training and continuous monitoring.
 - **Continuous Improvement:** Regular audits, updates to policies, and stakeholder engagement to meet sustainability goals.
 - **Commitment to Excellence:** UCR is dedicated to continuous improvement and environmental sustainability through responsible waste management practices.
 - **Future Goals:** Increase recycling, reduce hazardous waste, and continually refine processes.
-

Waste Management

The waste generation data, as per the entity's activities, types of waste, and their quantities, is as follows :

Waste generated from June 2023 - May 2024

Estimated Waste Types Generation	Type of Waste	Current Waste Quantity of (MT)
Cardboard / Carton	Non-hazardous (Recyclable)	13.39
Inert Waste / Garbage	Non-hazardous (Recyclable)	328.16
Plastic Waste	Non-hazardous (Recyclable)	4.06
Camp Waste	Landfill	Handled & managed by camp management
Used Oil	Non-hazardous	Will be sent to approved transporter

Waste Estimation Based On Manpower

Sources	Total No. of Tenants & Employees	Quantities of waste per capita per day	Waste generated annually (Tons / year)
All	158	2.2 Kg	$(158 \times 2.2 \times 365) / 1000 = 126.874 \text{ T / Y}$

Estimation of Quantities For Each Type Of Waste

Estimated Waste Generation	Duration of waste production	Current Waste Quantity of (MT) 12 months	Annual Forecast Waste Quantity (MT)
Recyclables	12 Months	17.45	17.45
Non-hazardous waste	12 Months	328.16	328.16

DATA-DRIVEN OPTIMIZATION OF ENERGY, WATER, AND GAS FOR SUSTAINABLE PRODUCTION

An inventive and revolutionary approach to energy management combines data analytics with sustainable energy solutions. Data analytics makes possible predictive maintenance, energy production, consumption optimization, and optimal energy use. Combining these strategies effectively minimizes environmental harm, increases energy security, and creates a sustainable future.

In general, the conclusions and suggestions can benefit research, development, and decision-making. We find the most promising options to support the former and quantitative improvement targets that, if reached, would make inefficient technologies competitive for the latter. This contribution provides a strong framework for evaluating choices based on multiple sustainability measures, paving the way for more in-depth research on energy storage.

ENERGY

Trend in Consumption

Electricity consumption per metric ton peaked in 2021 (71.4 kWh/MT) and then declined in the following years, reaching its lowest point in 2023 (66.81 kWh/MT), before slightly increasing in 2024 (67.84 kWh/MT).

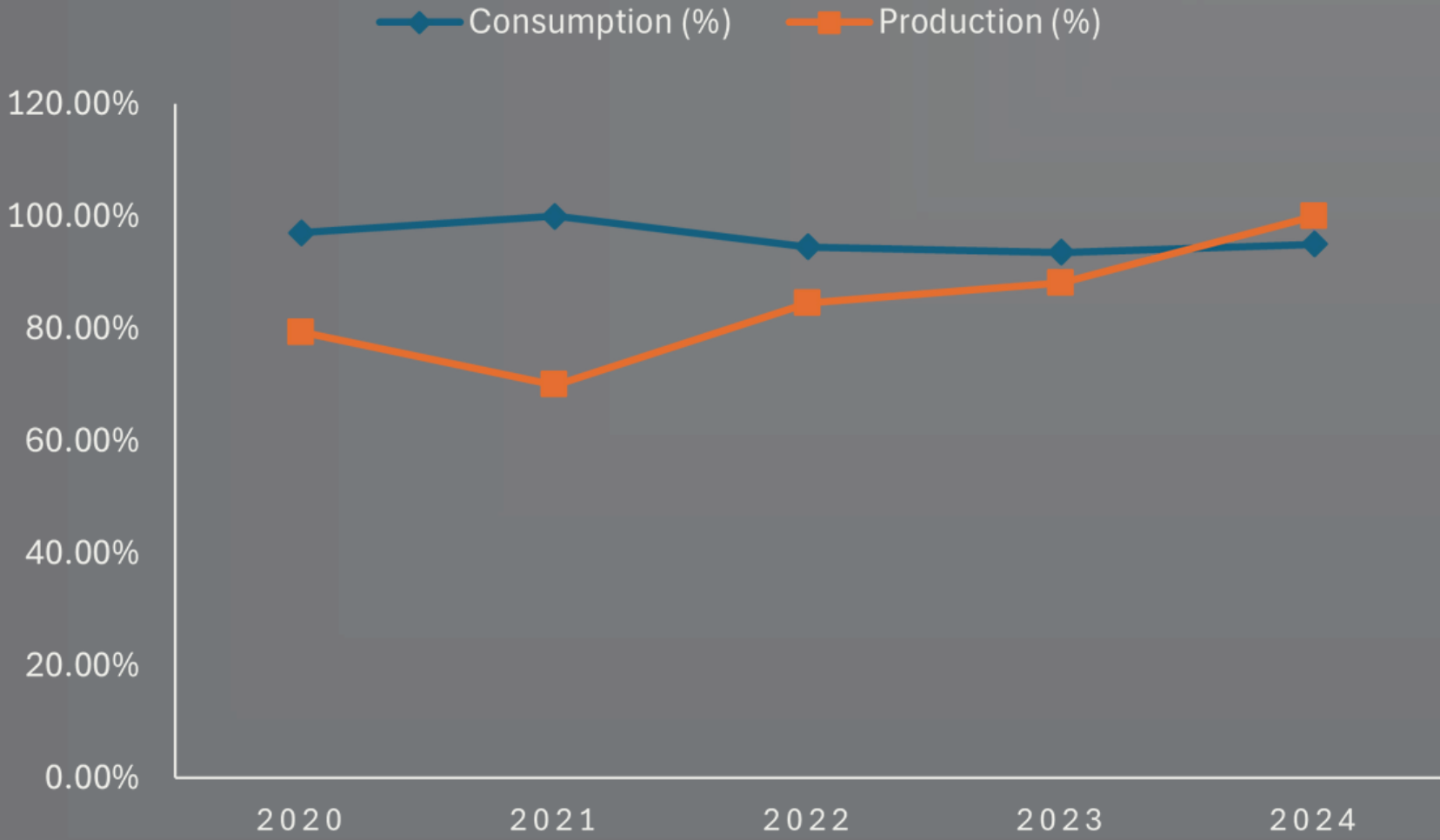
Production Impact

Production fluctuated over the years, reaching its highest value in 2024 (230,052.4 MT). Notably, production increased significantly in 2022 (+20.8% compared to 2021), while electricity consumption per MT decreased.

Efficiency Gains

The decrease in electricity consumption percentage from 2021 (100%) to 2023 (93.57%) indicates improved energy efficiency despite increased production levels.

Efficiency Trends: Energy Consumption vs. Production (2020 – 2024)



Discussion of Materiality Matrix Findings

2024 Outlook

The slight increase in electricity consumption (from 66.81 to 67.84 kWh/MT) in 2024 suggests a stabilization, possibly influenced by production processes or changes in operational efficiency.

Sustainable Water Management At Union copper Rod LLC

Sustainable water management is essential for Union Copper Road LLC to reduce water use, minimize wastewater production, and safeguard nearby water resources. Sustainable water management means a comprehensive approach emphasizing water conservation, efficient use, and responsible waste management in a company that manufactures copper wire. By implementing these strategies, the business can lessen its influence on the environment, increase operational effectiveness, and support the long-term viability of nearby water resources, all of which will contribute to a more sustainable industrial future.

WATER

Trend in Consumption

Water consumption per metric ton has shown a steady decline from 2021 (762.4 Liters/MT) to 2023 (602.8 Liters/MT), marking a significant 21% reduction. However, a slight increase is observed in 2024 (623.3 Liters/MT).

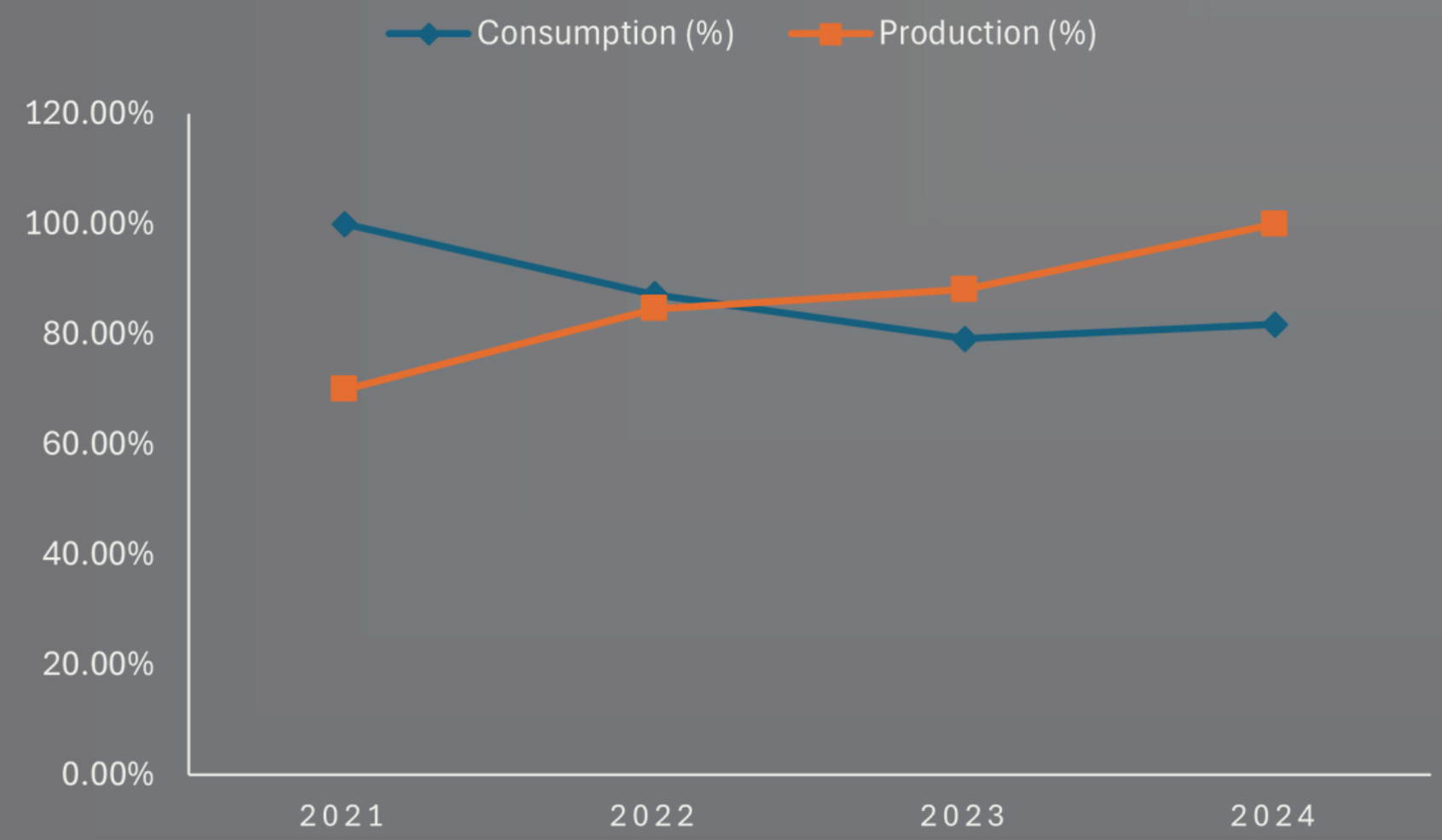
Production Impact

Production increased by approximately 43% from 2021 to 2024, yet water consumption per MT decreased by about 18% over the same period, showcasing effective water conservation efforts.

Efficiency Gains

The sharpest decline occurred between 2022 and 2023 (87.2% to 79.1%), reflecting effective water optimization initiatives.

Efficiency Trends: Water Consumption vs. Production (2021 – 2024)



2024 Outlook

The minor increase in water consumption in 2024 suggests operational adjustments or potential constraints in water conservation efforts.

GAS

Trend in Consumption

Natural gas consumption remained relatively stable between 2020 and 2022 (around 1.53-1.54 MMBTU/MT) but dropped to its lowest level in 2023 (1.42 MMBTU/MT). In 2024, it increased slightly to 1.49 MMBTU/MT.

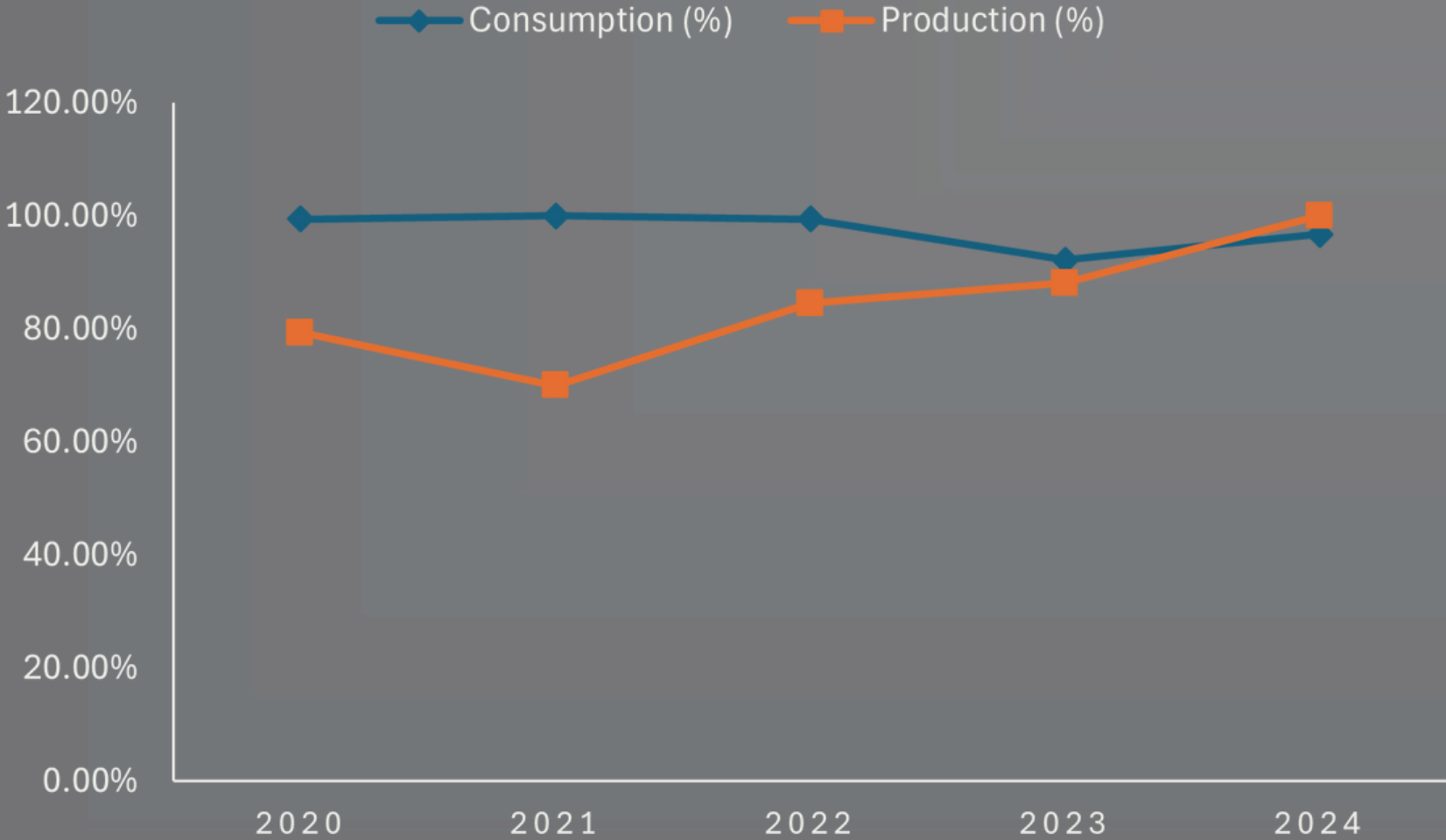
Production Impact

Despite a 26% increase in production from 2021 to 2023, natural gas consumption per MT improved (reduced by 7.8%), indicating process optimization.

Efficiency Gains

The lowest consumption rate in 2023 (1.42 MMBTU/MT) suggests the highest efficiency level achieved, but the 2024 increase may reflect operational or production changes.

Efficiency Trends: Gas Consumption vs. Production (2021 – 2024)



2024 Outlook

Although efficiency improvements continue, the slight increase in 2024 suggests that further optimization is required to sustain reductions.

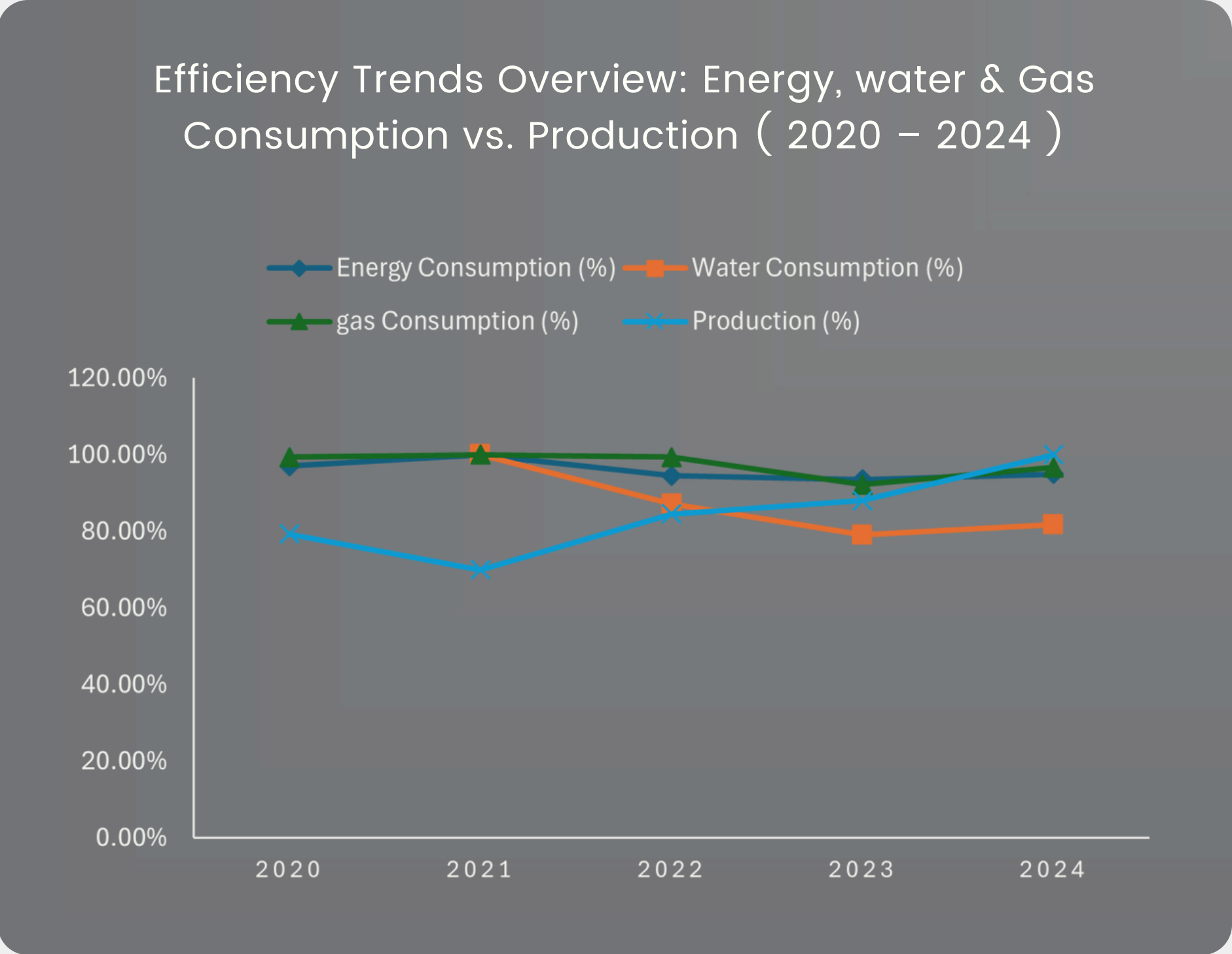
ENERGY, WATER & GAS

Summary of Resource Consumption Efficiency

- **Energy Efficiency:** Electricity consumption per MT declined steadily after 2021, reaching 93.57% in 2023 before slightly rising in 2024 (95.01%).
- **Water Efficiency:** Significant water savings were achieved from 2021 to 2023, but a slight increase in 2024 (81.77%) suggests challenges in further reducing consumption.
- **Gas Efficiency:** Gas consumption efficiency peaked in 2023 (92.2%) but slightly increased in 2024 (96.75%), potentially due to increased production demands.

Key Takeaways

- Overall, energy, water, and gas consumption efficiency improved over the years, despite production increasing significantly.
- 2023 appears to be the most efficient year, with the lowest electricity, water, and gas consumption per metric ton.
- 2024 shows minor increases in all consumption metrics, indicating a need for continued process optimization and efficiency improvements.



GREENHOUSE GAS EMISSIONS

Union Copper Rod UCR is committed to tracking and managing its greenhouse gas (GHG) emissions in line with international standards, including the GHG Protocol and ISO 14064-1:2018. Our emissions inventory covers Scope 1, 2, and 3 emissions, reflecting direct operations, purchased energy, and value chain impacts. We apply an operational control approach to ensure comprehensive and accurate reporting across all business activities. Data is collected from verified sources and analyzed using globally recognized emission factors to ensure transparency, accuracy, and consistency. This process supports UCR's goal to measure, manage, and reduce our carbon footprint as part of our broader sustainability commitments.



SCOPE 1: DIRECT EMISSIONS

Emission Source	GHG	Unit	Total Emission (2023)	GWP Factor	2023 Emissions (tCO ₂ e)	2024 Emissions (tCO ₂ e)
Stationary Combustion	CO ₂	tons	17,288.58	1	17,288.58	On progress
	CH ₄	tons	0.3148	27	8.50	On progress
	N ₂ O	tons	0.0325	273	8.87	On progress
Mobile Combustion	CO ₂	tons	222.21	1	222.21	On progress
	CH ₄	tons	0.0155	27	0.31	On progress
	N ₂ O	tons	0.0082	273	2.24	On progress
Fugitive Emissions	CO ₂	tons	391.06	1	391.06	On progress
Total Scope 1					17,921.76	On progress

SCOPE 2: INDIRECT EMISSIONS FROM ENERGY

Emission Source	GHG	Unit	Total Emission (2023)	GWP Factor	2023 Emissions (tCO ₂ e)	2024 Emissions (tCO ₂ e)
Electricity Consumption	CO ₂	tons	5,714.75	1	5,714.75	On progress
	CH ₄	tons	12.32	27	332.64	On progress
	N ₂ O	tons	16.79	273	4,583.67	On progress
Total Scope 1					10,631.06	

SCOPE 3.1: OTHER INDIRECT EMISSIONS

Emission Source	GHG	Unit	Total Emission (2023)	GWP Factor	2023 Emissions (tCO ₂ e)	2024 Emissions (tCO ₂ e)
Purchased Goods & Services	CO ₂	tons	Not Reported	1	On progress	On progress
Capital Goods	CO ₂	tons	Not Reported	1	On progress	On progress
Upstream Transportation	CO ₂	tons	Not Reported	1	On progress	On progress
Waste Generated in Operations	CO ₂	tons	Not Reported	1	On progress	On progress
Business Travel	CO ₂	tons	Not Reported	1	On progress	On progress
	CH ₄	tons	Not Reported	27	On progress	On progress
	N ₂ O	tons	Not Reported	273	On progress	On progress

SCOPE 3.2: OTHER INDIRECT EMISSIONS

Emission Source	GHG	Unit	Total Emission (2023)	GWP Factor	2023 Emissions (tCO ₂ e)	2024 Emissions (tCO ₂ e)
Employee Commuting	CO ₂	tons	Not Reported	1	On progress	On progress
	CH ₄	tons	Not Reported	27	On progress	On progress
	N ₂ O	tons	Not Reported	273	On progress	On progress
Downstream Transportation	CO ₂	tons	Not Reported	1	On progress	On progress
Processing of Sold Products	CO ₂	tons	Not Reported	1	On progress	On progress
Use of Sold Products	CO ₂	tons	Not Reported	1	On progress	On progress
End-of-Life Treatment	CO ₂	tons	Not Reported	1	On progress	On progress

SCOPE 3.3: OTHER INDIRECT EMISSIONS

Emission Source	GHG	Unit	Total Emission (2023)	GWP Factor	2023 Emissions (tCO ₂ e)	2024 Emissions (tCO ₂ e)
Downstream Leased Assets	-	-	N/A	-	N/A	On progress
Franchises	-	-	N/A	-	N/A	On progress
Investment	CO ₂	tons	Not Reported	1	On progress	On progress
Total Scope 3 Emissions					To be determined	

DISCUSSION ON GHG EMISSIONS INVENTORY – 2023

Union Copper Rod (UCR) has taken a comprehensive approach to measuring and managing its greenhouse gas (GHG) emissions in alignment with the GHG Protocol and ISO 14064-1:2018. The 2023 inventory includes verified Scope 1 and Scope 2 emissions, along with a developing Scope 3 overview. Scope 1 emissions primarily arise from fuel combustion in production processes, mobile sources, and fugitive emissions from on-site equipment, totaling 17,921.76 tCO₂e. Scope 2 emissions, resulting from electricity consumption, contributed an additional 10,631.06 tCO₂e. Together, these reflect the core operational impact and total 28,552.82 tCO₂e for the year.

While Scope 3 emissions are still under development, categories such as purchased goods, business travel, waste disposal, and product use have been identified and will be quantified in future reports. This demonstrates UCR's proactive stance in expanding emissions accounting across its entire value chain. By applying Global Warming Potential (GWP) factors from the IPCC's Sixth Assessment Report, the company ensures accuracy and alignment with global standards.

This inventory not only supports regulatory compliance and transparency but also lays the foundation for targeted emissions reduction strategies, particularly in energy efficiency, supply chain sustainability, and process innovation. Going forward, the integration of Scope 3 emissions data and year-on-year comparisons will be critical for tracking progress toward UCR's decarbonization goals.



OUR SOCIAL IMPACT

At Union Copper Rod, people are at the heart of our sustainability journey. We are dedicated to ensuring a safe, inclusive, and supportive workplace that respects human rights and promotes fair labor practices. Our commitment extends to ethical sourcing and responsible supply chain management, ensuring high standards across our operations. We actively engage with local communities, support development initiatives, and foster diversity and inclusion throughout our organization. These efforts drive long-term positive impact for our employees, partners, and society as a whole.

COMMUNITY HEALTH AND SAFETY

Union Copper Rod is dedicated to protecting the health, safety, and well-being of the surrounding industrial community. We proactively manage environmental and safety risks through pollution control, emergency preparedness, transport coordination, and mitigation of noise and light disturbances. Our operations follow strict environmental standards, including air and water monitoring, safe waste management, and joint emergency planning with neighbouring industries. UCR maintains open communication channels and encourages feedback through direct contact and suggestion boxes. Regular stakeholder engagement, data transparency, and continuous review of our procedures ensure that we operate responsibly and in harmony with our industrial neighbours.



SAFFGUARDING

▶▶ CATASTROPHIC HAZARDS MANAGEMENT OF UCR

At a corporation that manufactures copper wire, catastrophic hazard management entails methodical procedures for identifying, evaluating, and reducing risks associated with the handling and production of materials. Managing catastrophic risks effectively in an organization that manufactures copper wire requires a multifaceted strategy incorporating risk assessment, regulatory compliance, emergency preparation, and ongoing improvement. Businesses that put safety first and encourage a proactive safety culture can lower risks and safeguard workers, the environment, and the local populations.

▶▶ WORKFORCE SAFETY MANAGEMENT OF UCR

Union Copper Rod LLC's workforce safety management is essential for safeguarding workers and maintaining a secure workplace. In a company that manufactures copper wire, proactive workforce safety management that prioritizes worker safety, fosters a safety culture, and aims for continuous improvement is essential. By implementing comprehensive training, strict standards, and open communication, businesses may make their workplaces safer for their workers and boost output overall.

▶▶ OCCUPATIONAL SAFETY MANAGEMENT AT UCR

Occupational safety management at Union Copper LLC is essential to preserving a secure work environment and protecting employees from hazards at work. Organizations that manufacture copper wire must prioritize the safety and well-being of their employees through a proactive, methodical approach to occupational safety management. Businesses can create a secure and effective work environment by implementing thorough training, robust regulations, and ongoing oversight.

HOW DO WE ACHIEVE THIS?

Commitment:

- Maintain safe working conditions and prevent workplace-related injuries or illnesses.

Actions:

- Conduct regular health and safety risk assessments.
- Implement an Occupational Health and Safety Management System (OHSMS).
- Provide employees with Personal Protective Equipment (PPE) and regular safety training.
- Develop and enforce emergency response and accident prevention plans.
- Monitor workplace health indicators and enhance safety measures accordingly.

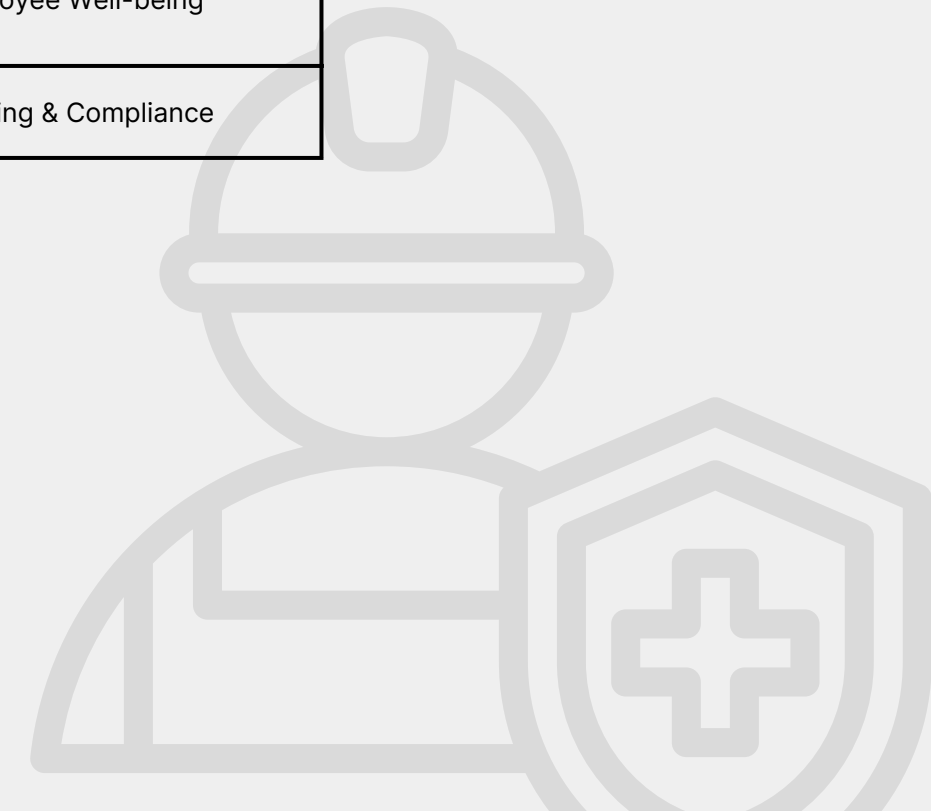


OCCUPATIONAL SAFETY & HEALTH (OSH) PERFORMANCE – 2024

AT UNION COPPER ROD, WE BELIEVE THAT A SAFE WORKPLACE IS A SUSTAINABLE WORKPLACE. OUR OSH PERFORMANCE REFLECTS OUR COMMITMENT TO PROTECTING EMPLOYEES WHILE DRIVING OPERATIONAL EXCELLENCE.

Category	Metric	Value
General Information	Total Working Hours	471,108 hours
	Total Employees	215
Incident Statistics	Near Misses	1
	First Aid Injuries	3
	Lost Time Injuries (LTI)	0
	Fatalities	0
	Property Damage	0
Training & Development	Total Trainings Conducted	26
	Total Training Hours	3,085 hours
	Employees Trained	785
	Training Hours per Employee	28.57 hours/employee

Category	Metric	Value
OSH Compliance	Regulatory Warnings/Notices	0
	OSH Audit Scheduled	Jan 19, 2024
Maintenance & Downtime	Unexpected Machine Failures	20 incidents
	Production Time Loss Due to Maintenance	239.1 hours
	Total Downtime	2,289.7 hours
Sustainability Impact (SDGs 8 & 3)	Safe Work Environment (Zero LTI)	Supports Employee Well-being
	Training for Safety Awareness	Capacity Building & Compliance



RESPONSIBLE SUPPLY CHAIN

At Union Copper Rod, we are committed to sourcing materials and services in a manner that upholds human rights, promotes environmental sustainability, and ensures ethical business conduct across our supply chain. Our policy is aligned with the OECD Due Diligence Guidance and the Copper Mark requirements, emphasizing risk-based due diligence, transparency, and supplier accountability. We work only with partners who share our values and comply with our Supplier Code of Conduct.



UCR maintains a strict zero-tolerance approach toward serious human rights abuses, conflict financing, corruption, and other high-risk practices. Through continuous risk assessment, engagement with suppliers, and regular reporting, we ensure that responsible sourcing is fully integrated into our business. Our goal is to build a resilient, ethical, and transparent supply chain that contributes to long-term sustainability.

Policy Overview

UCR's Responsible Supply Chain Policy outlines our expectations and standards for suppliers, contractors, and partners. It defines clear procedures to identify and mitigate risks associated with:

- Serious human rights abuses (e.g., forced labor, child labor, torture, and sexual violence),
- Armed group financing and illegal taxation,
- Bribery, corruption, and money laundering,
- Risks associated with Artisanal and Small-Scale Mining (ASM),
- Environmental and labor violations, and
- Weak governance in CAHRAs.



We uphold a zero-tolerance approach to severe human rights abuses and armed group financing, requiring immediate disengagement from any supplier involved in such practices. For other ESG risks, we work with suppliers to implement risk management plans with a clear six-month timeframe for remediation.

GOVERNANCE STRUCTURE

The implementation and oversight of our responsibilities responsible for sourcing activities are governed by UCR's Supply Chain Department in collaboration with our ESG Committee, which includes senior management representatives from Procurement, EHS, Legal, and Sustainability. The ESG Committee meets quarterly to review due diligence outcomes, policy revisions, and supply chain risk exposure.

Grievance Mechanism

UCR maintains an accessible Grievance Mechanism that allows stakeholders—including employees, suppliers, community members, and civil society actors—to report concerns anonymously or by name.

- Grievances can be submitted via email, in-person meetings, or through a confidential online portal.
- All grievances are documented, investigated, and responded to by a dedicated Supply Chain Risk Officer within 30 days.
- While no Annex II grievances have been received to date, other supplier-related concerns have been resolved in line with our risk mitigation protocols.

Our due diligence framework is built around the OECD 5-Step Framework, comprising:

1. Establishing Strong Supply Chain Management Systems
 - Responsible Supply Chain Policy
 - Supplier Code of Conduct
 - Supplier Registration Forms
 - Contracts with ESG clauses
2. Identifying and Assessing Risks in the Supply Chain
 - Screening suppliers using Know-Your-Customer (KYC) processes
 - Supplier Risk Matrices and country-based CAHRA determinations
 - Documenting and verifying sources of minerals, transport routes, and ownership structures
3. Implementing Risk Mitigation Strategies
 - If Annex II risks (e.g., forced labor, financing of armed groups) are confirmed, immediate disengagement
 - For lesser ESG violations, suppliers are given a 6-month corrective action window
 - Formal Red Flag Review process to track risk levels and mitigation progress
4. Third-Party Audits and Assessments
 - Independent audits conducted periodically for high-risk suppliers
 - Site visits where necessary, especially for ASM sources or suppliers in CAHRAs
5. Reporting and Transparency
 - Annual publication of our responsible sourcing and due diligence practices
 - Public reporting aligned with the GRI standards and Copper Mark requirements



CONTINUOUS IMPROVEMENT AND ASM ENGAGEMENT

UCR does not prohibit ASM sourcing outright but evaluates ASM operations against strict criteria, including legal compliance, traceability, and adherence to labor and environmental standards. We engage in capacity-building efforts to encourage formalization and continuous improvement of ASM practices, where feasible.

We also:

- Provide regular training for procurement and EHS teams,
- Maintain supplier training records and internal logs of red flags and risk assessments,
- Participate in global dialogues and partnerships to improve responsible mineral sourcing.



BUSINESS INTEGRITY

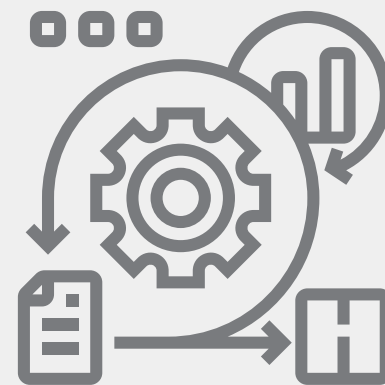
We uphold the highest standards of integrity, transparency, and ethical business conduct in line with our Group's Code of Ethics and Supplier Code of Conduct. We expect all suppliers and partners to commit to ethical practices, including the prevention of bribery, corruption, fraud, and conflicts of interest. Human rights, fair labor conditions, data protection, and environmental health and safety are central to our values. We also ensure that third parties align with these principles through due diligence, awareness training, and robust reporting mechanisms. Our Anti-Bribery and Anti-Corruption Policy reinforces our zero-tolerance approach, promoting transparency, accountability, and compliance with all applicable laws across our operations and supply chain.

Circular Economy



Develops procedures and frameworks to:

- Minimize waste
- Encourage recycling
- Ensure resource sustainability



Benefits of circular economy practices:

- Enhances cost-effectiveness
- Boosts operational efficiency
- Supports environmental sustainability



Key focus areas:

- Prioritizing recycling initiatives
- Promoting resource efficiency
- Fostering teamwork for sustainable practices



A sustainable production model that benefits both the environment and the business.

We have had a good working relationship with the monitors and their teams and intend to keep working together next year. The Board's Investigations Committee is monitoring the investigations that the Dutch and Swiss authorities are conducting. The start and end of these investigations are still up in the air. Our Ethics and Compliance Program has received substantial funding, and we are constantly looking for methods to improve it and make it more comprehensive. Our website provides information about our 2023 Ethics and Compliance Report, which includes a list of our actions in this area. We believe in providing the most honest statistics which represent our transparency, accountability and responsibility.



**DEDICATION TO
CONDUCTING BUSINESS IN
AN ETHICAL AND
RESPONSIBLE MANNER**

OUR COMMITMENT TO GLOBAL BEST PRACTICES

At Union Copper Rod, we believe that credible sustainability performance starts with accountability and alignment to internationally recognized frameworks. By adhering to global standards, we ensure that our environmental, social, and governance practices are not only effective but also transparent and verifiable. This commitment positions UCR as a responsible leader in the copper industry and supports our long-term goals for continuous improvement and stakeholder trust.



INTERNATIONAL STANDARDS AND COMPLIANCE FRAMEWORK

Sustainability in copper production relies heavily on adhering to globally recognized standards and frameworks. These standards help reduce environmental impacts, enhance energy efficiency, and ensure compliance with legal requirements. By integrating these measures, businesses not only contribute to environmental preservation but also foster long-term growth and strengthen their reputation in the industry.

Environmental Standard	Energy Standard	Quality Management Systems (QMS)	Occupational Health and Safety Management Systems (OHSMS)
ISO 14001	ISO 50001	ISO 9001	ISO 45001
This standard focuses on effective environmental management systems, encouraging organizations to reduce their environmental footprint.	Focuses on energy management systems to improve energy efficiency in production processes.	is an internationally recognized standard that ensures organizations consistently meet customer and regulatory requirements while striving for continuous improvement.	is an international standard that helps organizations proactively improve workplace safety, reduce risks, and enhance employee well-being.

LEGAL COMPLIANCE AND ENVIRONMENTAL REGULATIONS

Maintaining legal compliance in sustainable copper wire production enhances reputation, ensures long-term sustainability, and prevents legal issues. Businesses should regularly update compliance procedures to meet new regulations. In the UAE, environmental laws on waste, air, and water pollution protect public health and the environment. Key legislations include :

Federal Law No. 12 of 2018 on Integrated Waste Management

This law aims to regulate waste management operations comprehensively, covering all stages from production to disposal, excluding radioactive waste. It empowers local authorities oversight and promotes recycling facilities for environmental sustainability.

leap.unep.org

Law No. 21 of 2005 on Waste Management (Abu Dhabi)

This law regulates waste management in Abu Dhabi by defining the roles of authorities, waste generators, and service providers. It establishes procedures for waste storage, treatment, and disposal to ensure proper environmental practices.

leap.unep.org

Federal Law Concerning the Protection and Development of the Environment

This law regulates environmental protection, addressing air and water pollution. It prohibits discharging untreated substances, mandates waste treatment for coastal facilities, and controls pollution from land and marine sources to protect natural resources.

uaelegislation.gov.ae

Reporting and Sustainability Frameworks

Transparent reporting is key to building trust and accountability. This report follows the Global Reporting Initiative (GRI) guidelines, which provide a comprehensive framework for tracking sustainability metrics, including environmental, social, and governance (ESG) factors.



SUSTAINABILITY TARGET

We are steadfast in our mission to achieve carbon neutrality before 2050, embracing innovation and responsibility at every step. As leaders in our industry, we take pride in producing with minimal environmental impact, setting a benchmark for sustainable excellence.



KEY INSIGHTS FROM STAKEHOLDERS

External Stakeholders:

- Ethics, compliance, transparency, and climate risks/opportunities are top concerns. Ethical sourcing drives marketing campaigns, including sanctions compliance and supplier due diligence.

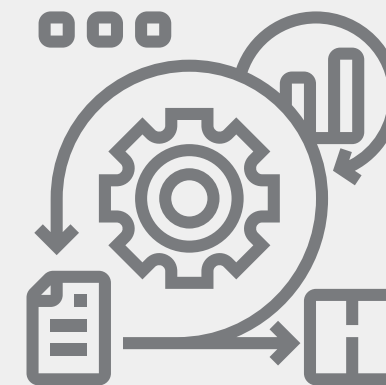
Internal Stakeholders:

- Concerns include catastrophic risks, ethics, transparency, health, and safety. Workforce priorities focus on diversity, hiring, and talent retention.



CARBON COMPASS METHODOLOGY HIGHLIGHTS

- **Focused Approach:** Decisions based on relevant, impactful, and reliable KPIs.
- **Sector-Specific Emphasis:** Prioritize financing and emissions activities driving the highest GHG emissions.



PROMOTING ADVANCEMENT

- **Strategic Financing:** Lending aligns with portfolio objectives to reduce emissions and support low/zero-carbon investments.
- **Performance Metrics:** Funding guided by emissions intensity and clients' transition commitments, supporting 2030 portfolio targets.



In A Nutshell

The global copper industry faces a dual challenge: reducing its environmental impact while significantly increasing production to meet rising demand. As a critical energy transition metal, copper is essential for the widespread adoption of renewable energy sources.



- By 2050, copper demand is projected to exceed all the copper consumed globally from 1900 to 2021.
- To support the energy revolution, copper production must almost double over the next decade.
- If demand continues to outpace supply, a significant shortage is anticipated by 2031, potentially driving copper prices up by 20% to 50%.

The copper industry must adapt quickly by embracing sustainable practices and innovative solutions to balance environmental concerns with growing demand.

Statement of Use	Union Copper Rod has reported the information cited in this GRI content index for the period 1 January – 31 December 2024 with reference to the GRI Standards.
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GRI 2: GENERAL DISCLOSURES

GRI DISCLOSURE	CONTENT	REFERENCE SECTION	Page Number
2-1	Organizational details	About UCR	Page 3
2-2	Entities included in the organization's sustainability reporting	About This Report	Page 2
2-3	Reporting period, frequency and contact point	About This Report	Page 2
2-4	Restatements of information	About This Report	Page 2
2-5	External assurance	Not Applicable	-
2-6	Activities, value chain and other business relationships	Company Overview, Responsible Supply Chain	Pages 3, 55
2-7	Employees	Labor Practices & OSH Performance	Pages 20, 51
2-8	Workers who are not employees	Labor Practices	Page 20
2-9	Governance structure and composition	ESG Governance Framework	page 17

GRI Index

GRI DISCLOSURE	CONTENT	REFERENCE SECTION	Page Number
2-10	Nomination and selection of the highest governance body	ESG Governance	page 17
2-11	Chair of the highest governance body	ESG Governance	page 17
2-12	Role of highest governance body in overseeing ESG impacts	ESG Governance Framework	page 17
2-13	Delegation of responsibility for managing impacts	ESG Governance Framework	page 17
2-14	Role of highest body in sustainability reporting	ESG Governance Framework	page 17
2-15	Conflicts of interest	Business Integrity	page 56
2-16	Communication of critical concerns	Stakeholder Engagement	page 16
2-17	Collective knowledge of highest governance body	ESG Strategy & Commitment	page 6
2-18	Evaluation of governance body's performance	ESG Governance	page 17
2-19 to 2-21	Remuneration policies	Not disclosed	-
2-22	Statement on sustainability strategy	Message from GM	page 3, 4
2-23	Policy commitments	Code of Conduct, Business Integrity, HR Manual	page 6, 21, 56

GRI Index

GRI DISCLOSURE	CONTENT	REFERENCE SECTION	Page Number
2-24	Embedding policy commitments	Throughout	-
2-25	Remediation processes	Responsible Sourcing	pages 55
2-26	Mechanisms for raising concerns	Ethics and Compliance	page 56
2-27	Compliance with laws and regulations	Legal Compliance	page 57
2-28	Membership associations	Not specified	-
2-29	Approach to stakeholder engagement	Stakeholder Engagement	page 16
2-30	Collective bargaining agreements	Human Rights & Labor Practices	pages 21, 22