

# SUSTAINABILITY REPORT 2024

Mideast Data Systems LLC

# 01

## Purpose

The 2024 Sustainability Report of Mideast Data Systems LLC. is intended to inform key stakeholders including employees, clients, suppliers, business partners, and regulatory bodies about our environmental, social, and governance (ESG) performance. This report outlines the progress we have made in integrating sustainability into our core operations and reflects our ongoing commitment to transparency, accountability, and continuous improvement.

# 02

## Reporting Period

This summary concentrates on events that occurred during the period of the year from January 1 to December 31, 2024. Data from prior years is given in this report as a reference.

# 03

## Organizational & Operational Boundaries

This report covers all major business activities and operational units of MDS, including our corporate office functions, warehouse operations. It highlights sustainability-related initiatives, policies, and performance metrics relevant to our key impact areas.

# AGENDA

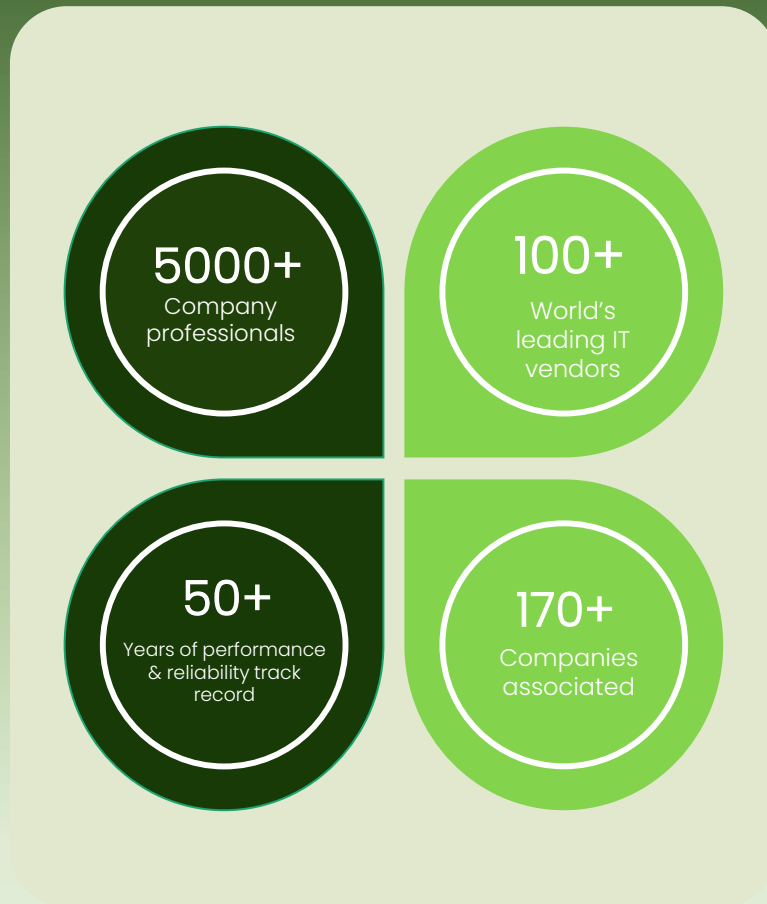
- Topic one: About Midis Group
- Topic two: MDS Sustainability
- Topic three: Material Topics & Alignment with SDGs
- Topic four: Connection with Environmental Aspect
- Topic five: Connection with Social Aspect
- Topic six: Connection with Governance Aspect

# ABOUT MIDIS GROUP

The group is known for its advanced offering of ICT services and consultancy, system integration capabilities, software and hardware solutions, and distribution coverage, along with Data Center capabilities, IT infrastructure, and power solutions.

We are present across the emerging markets of Europe, the Middle East, and Africa.

In **2006**, The Midis Group was named one of the World Economic Forum's initial **100 Global Growth Companies**



# MDS Sustainability



Sustainability is at the core of everything Mideast Data Systems L.L.C. does. Committed to conducting business ethically and transparently, MDS targets to fulfill its purpose by creating lasting value for both its stakeholders and the communities it serves.

The company is implementing a forward-looking strategy designed to monitor, evaluate, and continuously enhance its performance across business operations, environmental stewardship, and social impact. This integrated approach supports MDS's long-term success while ensuring meaningful contributions to sustainable development.

01

Mideast Data Systems LLC company policies and corporate goals are influenced by an understanding of the opinions and issues of its various stakeholders.

02

In order to develop and advance its long-term sustainability strategy, MDS frequently consults with the main stakeholder groups shown in the diagram.

03

MDS solicits input from the stakeholders who are impacted by the company through a variety of communication platforms.



# Our Vision



## Environmental Management

Drive processes and practices that improve the protection of the environment.

Develop and manage operations to minimize environmental impact.

Track and reduce GHG emissions.



## SOCIAL RESPONSIBILITIES

Ensure a safe work environment.

Conducting trainings and workshops for employee reskilling and upskilling.



## BUSINESS GOVERNANCE

Manage impacts and threats related to business disruption.

Supports sustainable purchasing.

Develop alternate operating procedures.

# Leveraging data in decarbonization strategy:

The approach to Mideast Data System LLC's decarbonization is grounded in data, including GHG emissions data, the reduction of which plays a crucial role in the decarbonization journey. Mideast Data Systems LLC reports its GHG emissions annually in compliance with the GHG Protocol, ensuring accurate and consistent emissions tracking.

01

Mideast Data Systems LLC uses its sustainability approach to establish and manage the environmental, social, and economic effects to envision sustainability



02

Environmental Protection & Management, Social Responsibilities, and Business Governance make up the three main elements of MDS structure.



03

The information provided and development for each of these categories by Mideast Data Systems LLC are detailed in this report. The three major components of MDS's sustainability structure have been utilized to organize the topics in MDS



# Structure for Sustainability



# ISO CERTIFICATES

CERTIFIED  
ISO 9001



Quality Management  
System

CERTIFIED  
ISO 45001



Occupational Health &  
Safety Management  
System

CERTIFIED  
ISO 14001



Environmental  
Management System

CERTIFIED  
ISO 14064-1



Greenhouse Gas  
Management System

CERTIFIED  
ISO 20400



Sustainable  
Procurement  
Management System

CERTIFIED  
ISO 22301



Business Continuity  
Management System

# MDS

## Sustainability Framework

03

### **SOCIAL RESPONSIBILITIES**

- Encourages sustainable purchasing
- Monitor & reduce GHG emissions
- Track & report variables that contribute to GHG emissions

01

01

### **ENVIRONMENTAL PROTECTION & MANAGEMENT**

- Provide a Safe Work Environment
- Promote processes & practices that improve environmental protection
- Design & manage activities to minimize environmental impact

02

02

### **BUSINESS GOVERNANCE**

- Manage impacts & threats associated with business interruption
- Develop alternative operating arrangements

03

# Material

## Topics & Alignment with SDGs

### Environmental

- [Energy Management](#)
- [GHG Management](#)
- [Waste Management](#)
- [Biodiversity Restoration](#)



### Social

- [Employee Health & Safety](#)
- [Employee Development](#)
- [Sustainable Procurement](#)



### Governance

- [Business Continuity](#)
- [Products Safety & Quality](#)
- [Data Privacy & Cybersecurity](#)





CONNECTION WITH

# ENVIRONMENTAL

ASPECTS



# ENERGY Management

A large, glowing lightbulb is positioned in the center of the page. Inside the bulb is a detailed image of the Earth's globe, showing continents and oceans. The bulb is resting on a mound of dark, rich soil. The background is a solid green color.

Energy plays a critical role in supporting Mideast Data Systems LLC's commitment to sustainable, efficient, and climate-responsible operations. MDS has established and implemented our Energy Management System (EnMS) in accordance with the ISO 50001:2018 international standard. This system is designed to systematically improve energy performance, optimize energy usage, and reduce reliance on conventional energy sources across all company operations.

## Fuel consumption

- Using fuel-efficient vehicles for transportation activities at the sites, with the aim of minimizing fuel consumption.
- Monitoring the fuel consumption each month and conduct an energy audit annually

## Electricity consumption

- Installation of a sensor system for our lights in all offices.
- Upgrading to LED bulbs
- The building is designed to maximize natural daylight

## HVAC system

- Double-glazed windows are installed to reduce heat, thereby minimizing the load on the HVAC system.
- Automatic temperature control systems are in place to adjust the air temperature.
- Installation of heat-resistant films for the windows.
- Quarter year service of Fan Coil Unit(FCU) to improve the efficiency.



#### FUEL

- Promote carpooling to reduce scope 1 and 3 emissions.
- Raise awareness about the environmental impacts of fuel combustion

#### ELECTRICITY

- Encourage to shift electricity usage to off-peak times, lowering peak demand.
- Installation of separate meters for energy consumption hotspots.
- Performing energy review annually.

#### CHILLER SYSTEM

- Optimization of existing chiller systems to improve energy efficiency and reduce power consumption.
- Installation of occupancy sensors to automatically turn off air conditioning in unoccupied office areas.

By implementing these strategies, it's possible to significantly reduce fuel combustion, electricity usage, and the reliance on traditional chiller systems, contributing to a more sustainable future.

# GHG Emissions

The GHG Protocol categorizes emissions into three scopes: Scope 1 covers direct emissions from sources owned or controlled by the company, Scope 2 includes indirect emissions from various forms of purchased energy, and Scope 3 comprises all other indirect emissions across the value chain, such as those from suppliers, transportation, and product use.



## SCOPE 1 EMISSION

- Mobile Combustion: emissions from company-owned or controlled vehicles used for business purposes



## SCOPE 2 EMISSION

- Electricity Consumption: emissions from the electricity used to power head office and the warehouse & battery testing facility



## SCOPE 3 EMISSION

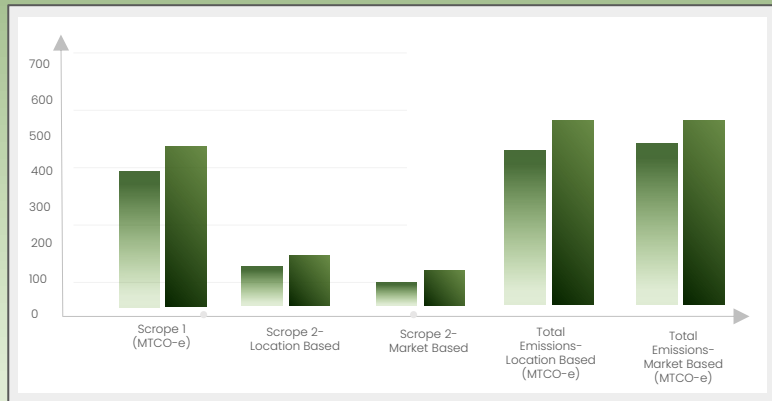
- Mideast Data Systems LLC. will begin tracking and reporting Scope 3 emissions from 2025, covering indirect emissions across our value chain such as material procurement, commuting, and waste.

# Comparison:

## 2023 VS 2024

Emissions has been increased by 68.67 MTCO<sub>2</sub>e as per market-based calculations and 69.19 MTCO<sub>2</sub>e as per location-based calculations in 2024, compared to 2023 baseline. Scope 1 emissions increased by 7.3%, from 513.08 MT CO<sub>2</sub>e to 550.61 MT CO<sub>2</sub>e, due to higher operational activity. Scope 2, Location-Based emissions grew by 50.7%, while Scope 2,Market-Based emissions rose by 59.8%, both driven by increased energy consumption, particularly from new projects and increased client demands. Overall, total emissions rose by 12.0% (Location-Based) and 12.2% (Market-Based), due to expanding operations, increased energy demand, and growing service delivery.

YEAR	Scope 1 (MTCO <sub>2</sub> e)	Scope 2 – Location Based (MTCO <sub>2</sub> e)k 02	Scope 2 – Location Market (MTCO <sub>2</sub> e)k 02	Total Emissions- Location Based (MTCO <sub>2</sub> e)	Total Emissions- Market Based (MTCO <sub>2</sub> e)
2023	513.04	62.45	52.01	575.49	565.05
2024	550.56	94.11	83.15	644.67	633.71

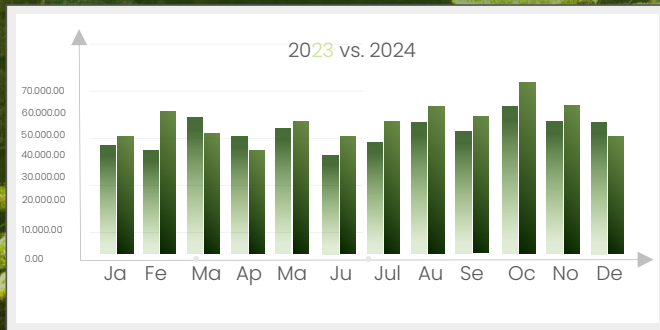




# MDS Offices and Warehouse – CO<sub>2</sub> Emissions Graphs

## Scope 1 – Mobile Combustion

The data shows a clear increase in CO<sub>2</sub>e emissions from 2023 to 2024, with total emissions rising by 7.3%. This increase is most prominent in certain months, notably February, October, and December, where emissions in 2024 significantly exceed those of the previous year. The data suggests that the rise in emissions relates with expanded site operations and an increase in travel during these periods.



DATE	CO <sub>2</sub> e Emissions 2023 (kg)	CO <sub>2</sub> e Emissions 2024 (kg)
• January	39,022.25	39,978.73
• February	37,011.94	48,145.60
• March	45,313.34	41,837.01
• April	41,128.46	36,396.80
• May	44,316.12	45,865.53
• June	35,672.94	40,159.30
• July	38,147.63	46,534.02
• August	45,200.31	51,769.76
• September	43,804.20	46,989.38
• October	50,934.06	60,677.25
• November	46,324.00	50,417.60
• December	46,161.07	41,791.31
• Total Emissions	513,036.32	550,562.29

DATE	CO <sub>2</sub> e Emissions 2023 (kg)	CO <sub>2</sub> e Emissions 2024 (kg)
• January	4,951.74	4,980.09
• February	4,249.51	5,385.97
• March	4,185.01	5,804.08
• April	4,198.91	5,931.964
• May	5,463.26	6,459.61
• June	5,280.89	6,088.76
• July	5,836.33	8,832.06
• August	8,067.56	7,099.56
• September	5,859.68	8,740.88
• October	6,163.26	10,742.48
• November	3,618.45	12,947.57
• December	4,576.99	11,096.09
• Total Emissions	<b>62,451.59</b>	<b>94,109.12</b>

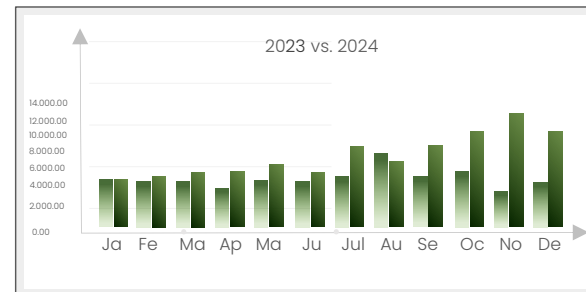
## Scope 2- Location Based

### & Scope 2 – Warehouse Electricity, Office Electricity

The data indicates a significant increase of 50.68% of CO<sub>2</sub> emissions compared to baseline 2023. This increase is largely due to increased operational activities, driven by new projects that were initiated in 2024.

Particularly in the months of October, November, and December 2024, the rise in emissions is notable. This is due to increased battery charging activities in order to fulfill client requirements. The MDS warehouse facility in Musaffah has been identified as a significant emissions hotspot within the company's operational boundary. This facility operates 24 hours a day, 7 days a week, resulting in continuous electricity consumption for battery charging, lighting, equipment operation, and cooling.

CO2 Emission 2023 – CO2 Emission 2024

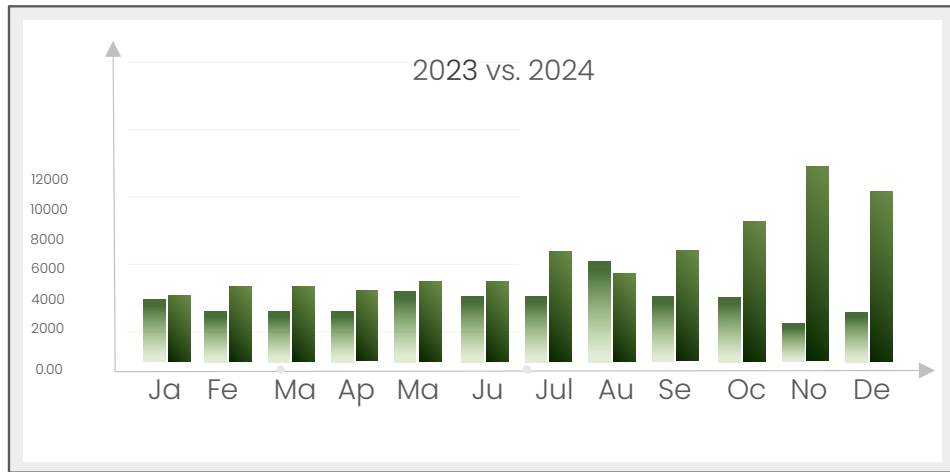


# Scope 2- Market Based

Scope 2 – Warehouse Electricity, Office Electricity & chiller 2023 vs 2024:

DATE	CO <sub>2</sub> e Emissions	CO <sub>2</sub> e Emissions 2024 (kg)
• January	4,123.48	4,388.93
• February	3,538.71	4,746.63
• March	3,485.00	5,115.11
• April	3,496.58	5,227.81
• May	4,549.44	5,692.82
• June	4,397.57	5,365.99
• July	4,860.11	7,783.65
• August	6,718.13	6,256.81
• September	4,879.56	7,703.29
• October	5,132.36	9,467.29
• November	3,013.20	11,410.63
• December	3,811.42	9,991.59
• Total Emissions	<b>52,005.55</b>	<b>83,150.55</b>

CO2 Emissions 2023 – CO2 Emissions 2024



# Data Verification for Emissions



2024 Carbon Footprint Report was created in accordance with GHG Protocol and ISO 14064-1 standards. To ensure accuracy, transparency, and alignment with international best practices, our GHG emissions inventory for 2023 and 2024 was independently verified by TÜV SÜD, a globally recognized assurance provider. Third-party verification is necessary to increase the credibility of our disclosures, and it provide assurance that our emissions data is complete, consistent, and free from bias.

Establishing and producing transparent sustainability reports within the MDS Organization aids the business in understanding its impact and preventing the spread of incorrect environmental information.

MDS Organization manages its corporate responsibility and sustainability approach using ISO 14064-1 Standard and GHG Protocol as a guide and makes sure an accurate report is generated.



# Our Efforts:

Mideast Data Systems LLC implements a range of sustainability-focused initiatives across our offices, warehouse, and project sites to minimize our environmental impact. The entire organization adheres to Energy Management Plan and aimed at reducing Scope 2 greenhouse gas emissions through improved energy efficiency and responsible consumption practices.

## Scope 1 emissions

Raising awareness on sustainability



Provide trainings on fuel saving practices



Monitoring the fuel consumption each month and recognize the gaps



## Scope 2 emissions

Upgrading all lights to LED



Installation of a sensor system for our lights and water in all offices, pantries, stock room, toilets, etc



Planning to purchase Renewable Energy Certificates for scope 2 emissions



## Scope 3 emissions

Conducting supplier sustainability assessment



Using local suppliers



Using low carbon products

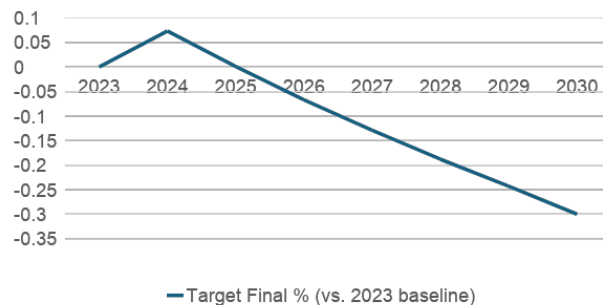


# Emissions Targets:

To align with global climate goals and national sustainability strategies, Mideast Data Systems L.L.C. has established a structured carbon reduction trajectory, using 2023 as the baseline year for emissions. Recognizing that our operations and asset base are expected to grow, we anticipate an approximate 8% annual increase in our operational carbon footprint due to expansion and increased service delivery.

Despite this projected growth, our goal is to achieve a 30% absolute reduction in total emissions by 2030, relative to our 2023 baseline. This will be accomplished through a combination of efficiency improvements, carbon offset initiatives, sustainable procurement, and strategic partnerships. The table below outlines our annual carbon reduction targets, taking into account both operational growth and emissions reduction objectives:

YEAR	Target Final % (vs. 2023 baseline)
2023	0% (Baseline Year)
2024	+7.3%
2025	+0.1%
2026	-6.7%
2027	-12.9%
2028	-18.8%
2029	-24.3%
2030	-30%



# Carbon

## Offsets:

In 2024, Mideast Data Systems LLC successfully offset all of its residual emissions, amounting to 645 MTCO<sub>2</sub>. These emissions were balanced through the purchase of carbon credits, equally distributed among three certified renewable energy projects. Each project accounted for 215 MTCO<sub>2</sub> of offsets, as detailed below:

- Vanala Small-Scale Hydropower Project, China
- Biomass Power Generation Project, India
- Wind Electricity Generation Project, India

The offsetting was carried out through projects registered under the United Nations Framework Convention on Climate Change (UNFCCC), ensuring that the reductions are credible, traceable, and in line with international climate action mechanisms.



# Carbon Offsets:

## Biomass generation project, China

This project is a biomass power generation initiative located in Sheyang County, Jiangsu Province, China. The plant uses local biomass residues, such as wood, cotton straw, maize straw, rice straw, and other agricultural wastes, as fuel. It has an installed capacity of 30 MW.

### Key Benefits

**Reduction of Greenhouse Gases:** The project reduces greenhouse gas emissions by replacing coal-based electricity from the grid. Additionally, by using surplus biomass that would otherwise decay or be burned in uncontrolled conditions, it prevents methane (CH<sub>4</sub>) emissions.

**Cleaner Energy:** By utilizing renewable biomass instead of coal, the project contributes to cleaner electricity generation and improves the local environment by preventing the harmful pollutants that arise from uncontrolled biomass burning or decay.

**Local Power Supply:** The project helps reduce coal consumption and addresses local power shortages, contributing to regional energy security.

**Income for Farmers:** Local farmers benefit by selling agricultural residues to the plant, turning waste into an additional source of income. Additionally, ash produced from the biomass combustion is returned to farmland as fertilizer. The project has created 123 jobs for plant operation and maintenance

Number of units cancelled: 215 CERs

Start serial number: CN-5-1172476550-2-2-0-1366

End serial number: CN-5-1172476764-2-2-0-1366



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Midest Data Systems L.L.C.

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Photo Courtesy: Google





# Carbon Offsets:

## Small Scale Hydropower Project, India

The Vanala Small Scale hydropower project is a 15 MW run of the river type small hydroelectricity generation project located on the river Mandakini in the Chamoli district of the state Uttaranchal, India. The project involves installation of two horizontal Francis turbines generating sets of 7.5 MW each for hydroelectricity generation. By generating renewable electricity, the project contributes towards reduction of GHG emissions that would have occurred by the generation of equivalent amount of electricity in the fossil fuel based regional grid.

### Key Benefits

**Cleaner Energy:** This avoids harmful pollutants such as SO<sub>x</sub>, NO<sub>x</sub>, and particulate matter, thereby contributing to improved air quality and reduced environmental degradation.

**Local Power Supply:** The project enhances the availability of electricity in the region, addressing local power shortages and supporting the stability of the regional grid.

**Income for local community:** The project generates multiple economic opportunities for the local community by providing direct and indirect employment to traders, laborers, transporters, and contractors. In addition, local suppliers and manufacturers benefit from the procurement of goods and services required for project operations.

**Job Creation:** The project generates employment opportunities for local people.

Number of units cancelled: 215 CERs

Start serial number: IN-5-302308202-1-1-0-4576

End serial number: IN-5-302308416-1-1-0-4576

**MDS**  
MIDEST DATA SYSTEMS L.L.C

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Midwest Data Systems LLC.

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# Carbon Offsets:

## Wind electricity generation project, India

The 13.95 MW grid-connected wind electricity generation project by SRF Limited harnesses wind energy through six Wind Turbine Generators (WTGs), three manufactured by Suzlon and three by Vestas. By supplying renewable power to the southern regional grid of India and wheeling electricity to SRF technical textile plants, the project displaces fossil fuel-based electricity generation. This results in significant greenhouse gas emission reductions and contributes to India's clean energy transition.

### Key Benefits

**Cleaner Energy:** The project generates electricity from wind, a clean and renewable energy source, without the combustion of fossil fuels. By avoiding harmful emissions such as CO<sub>2</sub>, SO<sub>x</sub>, NO<sub>x</sub>, and particulate matter, the project contributes to better air quality and a healthier local environment.

**Local Power Supply:** By feeding renewable electricity into the southern regional grid and directly supplying SRF's industrial units, the project helps reduce the electricity deficit in Tamil Nadu.

**Income for local community:** The project supports the local economy by creating direct and indirect employment opportunities during construction, operation, and maintenance. It also benefits traders, transporters, and local service providers, thereby contributing to improved livelihoods and economic growth in rural communities.

**Environmental Protection:** As a wind energy project, it conserves natural resources by reducing dependence on coal, oil, and gas for electricity generation.

Number of units cancelled: 215 CERs

Start serial number: IN-5-129831210-1-1-0-2365

End serial number: IN-5-129831424-1-1-0-2365



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Photo Courtesy: Google

# Waste Management Practices

At MDS, we promote responsible consumption by reducing, reusing, and recycling our waste. Our goal is to increase the amount of waste recycled by 30% by 2030. This initiative will significantly reduce the volume of waste sent to landfills and contribute to more sustainable resource management.

As part of our commitment to sustainability and environmental responsibility, our company has an annual recycling contract with Emirates Environmental Group (EEG) to implement a recycling program. Through this collaboration, we actively promote waste segregation and recycling across our offices, encouraging employees to contribute to a greener future.

EEG supports our efforts by providing monthly collection reports for Mideast Data Systems LLC, covering Paper, Plastic, Aluminum Cans, E-waste, and Scrap Metal. These efforts result in measurable environmental benefits, including reduced greenhouse gas emissions, energy savings, minimized landfill impact, and tree preservation. These efforts help us reduce our environmental footprint and foster a culture of eco-consciousness within the workplace. We are supporting UAE goals to shift towards a waste-free future and achieve the goal of diverting 75% of waste from landfills by 2030.



# Our Initiatives

- GITEX Global 2024
- EEG Corporate membership 2024
- CLEAN UAE 2024
- Adopt a tree 2024
- Recycling Programme



# GITEX

## Global 2024



### Midis Group affiliates excel at GITEX Global 2024

Celebrating a week of recognition, awards, key partnerships, and valuable networking in the Majlis VIP suite.

This year's event was themed "Global Collaboration to Forge a Future AI Economy," and there was plenty of collaboration taking place across all the Midis Group affiliate's exhibition stands.

During the week, another big agreement was announced – on October 17, Plant.Digital and Solutions MEA (UAE) announced a partnership that will see eSolutions operating as a new service supplier for Plant.Digital in Asset Intelligence. The agreement between business process automation solutions specialist Plant.Digital and eSolutions are set to have a significant impact on the Middle Eastern market, particularly in industries where operational efficiency and equipment reliability are becoming critical success factors.

Executive Vice President of MDS SI Group, Gaby Matar, commented on the partnership: "We are excited to partner with Plant.Digital to drive sustainable digital transformation across industries. By combining eSolutions' expertise in asset management with Plant.Digital's advanced automation technologies, will help clients enhance efficiency, maximize profitability, and promote sustainability. Together, we're empowering companies to achieve operational excellence.'

# EEG Corporate Membership 2024

Welcome to EEG's New Corporate Member: Midis Group

We are delighted to welcome Midis Group as the latest addition to the Emirates Environmental Group (EEG)'s growing network of corporate members. A leader in the field of Information and Communications Technology (ICT), Midis Group is renowned for its advanced offering of ICT services and consultancy, as well as its expertise in system integration, software and hardware solutions, and distribution coverage. With an established reputation for excellence, Midis Group also boasts strong capabilities in Data Centers, IT infrastructure, and power solutions, making it a key player in the technology sector.

Their commitment to delivering innovative and sustainable solutions aligns with EEG's mission of promoting environmental stewardship across all sectors of society. By joining EEG, Midis Group is reaffirming its commitment to sustainability and environmental responsibility, working alongside other forward-thinking organizations to contribute to a greener future. We look forward to collaborating with them in advancing initiatives that create lasting value for both the environment and the communities. We warmly welcome Midis Group to the EEG family and look forward to a fruitful partnership as we work together towards a sustainable future. Know more about them at: Part of [MDS System Integration](#)

With MDS's commitment to sustainability, an annual membership contract with Emirates Environmental Group (EEG) has materialized, which demonstrates the management vision and goal to not only promote sustainable practices within the company but to encourage affiliates within the group to participate and take actions to help improve MDS ESG performance and promote Corporate Social Responsibility.



# Clean UAE 2024

"MDS Site & Power campaign for a greener and more sustainable future through CLEAN UAE Program 2024"

This campaign is initiated by Emirates Environmental Group (EEG), a professional working group that is devoted to protecting the environment through education, action programs, and community involvement. This initiative aims to enhance sustainability and environmental consciousness both nationally and globally and it's being held under the patronage of the Ministry of Climate Change and Environment (MOCCAE).

To achieve and support UAE's mission of Carbon NET-ZERO by 2050, MDS Site & Power demonstrated its commitment to a more sustainable future by participating in the 23<sup>rd</sup> edition of the "Clean UAE" Campaign in Abu Dhabi and was part of more than 70,000 volunteers' sustainability champions.



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# ADOPT a tree 2024

"MDS Site & Power Organization's participation in "FOR OUR EMIRATES WE PLANT" shows the level of the organization's commitment and understanding of the importance of reducing and offsetting carbon emissions in our environment"

The "For Our Emirates We Plant" campaign is a crucial part of the country's goal of a greener UAE. Participation in these initiatives emphasizes MDS Organizations' commitment to environmental conservation, carbon reduction, and promotion of biodiversity.

The event was held at The Bee Reserve – Al Minaie (HATTA) on December 17, 2024, it was participated by different companies and various entities across the UAE. People from different companies and sectors working together to make a difference in their own way and having a common goal is a testament to how important environmental conservation is.

MDS Site & Power Organization will continue its efforts and vision to a more Sustainable Future





# Recycling

program -reduce, Reuse,  
recycle

"Reduce, Reuse, Recycle "

An annual recycling contract with [Emirates Environmental Group \(EEG\)](#) shows the commitment of the Organization to preserving and causing an impact not only on the company but on our planet,

"It takes little to recycle, and it makes a big difference to the planet".



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## REFILL TO REDUCE



As part of our commitment to reducing environmental impact, Mideast Data Systems (MDS) has taken steps to minimize single-use plastics within our offices. We provided all employees with reusable glass bottles, encouraging a shift toward sustainable daily habits and reducing reliance on disposable plastic bottles.

To further emphasize the importance of water conservation and sustainability, the bottles feature inspiring messages:

"Water is life, treat it right"  
"Go green and drink clean"

These quotes were carefully chosen to encourage employees to be mindful of their water consumption and to reinforce our collective responsibility toward protecting natural resources.



CONNECTION WITH

# SOCIAL

ASPECTS



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# Employee Health and Safety

Businesses are frequently held responsible for how they treat the environment and the people who live in it, including their own employees. Mideast Data Systems LLC ensures that taking responsibility for our employee well-being as well as abiding by strict health and safety regulations and standards are our top priorities.

MDS Organization Employs strict workplace health and safety measures in line with socially and ethically responsible corporate practices.



## Mideast Data Systems LLC Ensuring Well-being & Standards

MDS Organization: Strict Workplace Health & Safety

### Business Benefits of Health and Safety Development

01

Ensure worker safety beyond accidents and diseases caused by the workplace.

02

Place an emphasis on the health and safety of the stakeholders, partners, and clients.

03

To reduce and regulate the risks associated with infectious diseases, one must have a basic understanding of biosafety





# Employee Health and Safety

MDS has developed and implemented robust health and safety standards in alignment with local legislation and relevant ISO standards.

All operational Health, Safety, and Environment (HSE) team members are 100% NEBOSH and IOSH certified. To further strengthen workplace safety, we provide IOSH training and fire safety training to our site staff, including laborers, supervisors, site engineers, and site management personnel.

Additionally, weekly health and safety meetings are conducted to continuously raise awareness and reinforce safe practices among employees.

## ISO 45001:2018 Occupational Health and Safety (OH&S) management systems



By adopting a systematic approach that includes active worker participation, MDS has successfully integrated Occupational Health and Safety (OH&S) into our business processes. This integration has contributed significantly to the prevention of workplace accidents and the mitigation of long-term health risks.

CERTIFIED  
ISO 45001



Perform the necessary  
COSHH Procedure

COSHH Procedure  
Perform the necessary

# Corporate Social Responsibility

For Mideast Data Systems L.L.C., Corporate Social Responsibility (CSR) reflects the company's ongoing commitment to sustainable development, ethical business practices, and the well-being of its stakeholders and the broader community. CSR at MDS is integrated into its operational strategy and aligns with its vision to contribute positively to society while maintaining responsible business growth.



## Environmental Responsibility

Reduce Harmful Practices  
Regulate Energy Consumption  
Offset Negative Environmental  
Impact



## Ethical Responsibility

Fair Treatment of all stakeholders  
(Investors, Suppliers, Employees, and  
Customers)

Livable Wage – Fair Income

Products to be sourced according to  
free trade standards

Ensure products are not purchased  
resulting from slavery or child labor



## Economic Responsibility

Organization ensures that all  
operations positively impact the  
Environment, People, and Society

MDS ensures all Business processes  
are considered for selecting and  
managing employees, sourcing  
goods or components, and providing  
value to clients.

# EMPLOYEE DEVELOPMENT

At Mideast Data Systems (MDS), we believe that continuous learning and development are essential to nurturing a performance-driven culture and ensuring long-term organizational success. We are committed to providing our employees with diverse opportunities to expand their competencies, strengthen their expertise, and achieve their career aspirations.

Our learning and development framework offers a variety of pathways to build skills and knowledge. Employees benefit from targeted training programs delivered through both in-person sessions and e-learning platforms, ensuring flexibility and accessibility. In addition, on-the-job learning plays a central role in enhancing practical skills and fostering professional growth.

To further support individual development, all employees are granted access to LinkedIn Learning, providing them with a wide array of global resources to sharpen technical, managerial, and interpersonal skills. We also provide essential job-related training based on departmental and role-specific requirements, ensuring that employees are well-equipped to meet both current responsibilities and future challenges.



# Sustainable Procurement

Sustainable procurement is the process of making purchasing decisions that meet an organization's needs for goods and services in a way that benefits not only the organization but society, while minimizing its impact on the environment. ISO 20400:2017 ensures that the concept of Sustainable Procurement is conveyed throughout our organization and is implemented and ingrained in all our processes, which helps us in reduce our impact on the environment, tackle human rights issues and manage supplier relations, while harmonizing long -term global costs and improving our purchasing performance. MDS is committed to managing the risks of adverse environmental and social impacts in our supply chain and selecting suppliers that implement the best environmental and social practices.

All suppliers must comply with the MDS Supplier Code of Conduct, which outlines our core sustainability commitments.

All prospective suppliers are required to complete a sustainability self-assessment form that includes their environmental management, labor practices, and business ethics. Suppliers must submit relevant documentation to substantiate their responses in the assessment.

Upon successful onboarding, suppliers are provided with a compulsory online training program that provide an understanding on MDS's sustainability strategy, key ESG goals, and supplier's contribution toward achieving these objectives.





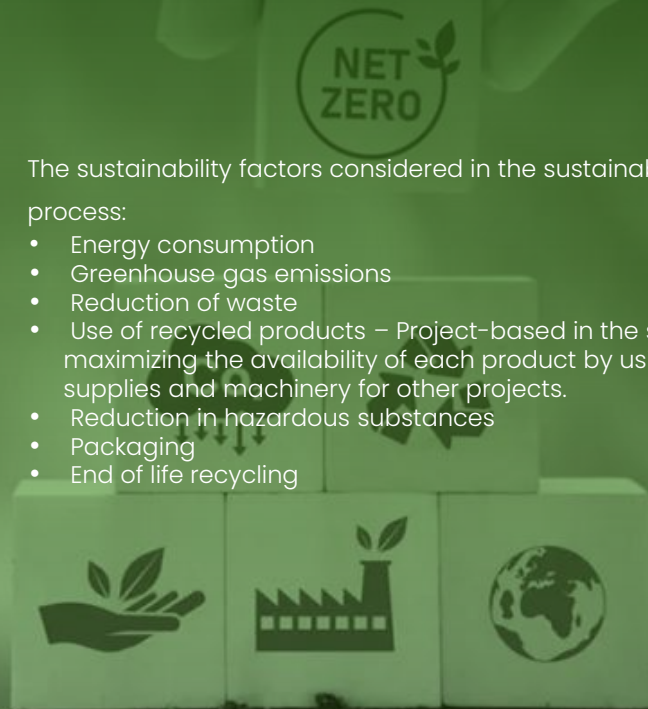
# Sustainable Procurement

Sustainable procurement achievements for 2024:

- Established a communication channel with suppliers to promote the significance of sustainable procurement
- Incorporated environmental, social and governance consideration to foster responsible sourcing practices.
- Reduced overall procurement costs by 10% through meticulous negotiation with suppliers and strategic sourcing initiatives, while prioritizing suppliers who demonstrate sustainable practices, ethical and fair labor conditions.
- Achieved 60% on time delivery rate by decreasing transit delays through streamlined logistics and enhanced coordination with suppliers and carriers, while also minimizing the carbon footprint associated with transportation.

The sustainability factors considered in the sustainable procurement process:

- Energy consumption
- Greenhouse gas emissions
- Reduction of waste
- Use of recycled products – Project-based in the sense of maximizing the availability of each product by using surplus supplies and machinery for other projects.
- Reduction in hazardous substances
- Packaging
- End of life recycling



# Supplier

## Sustainability Criteria

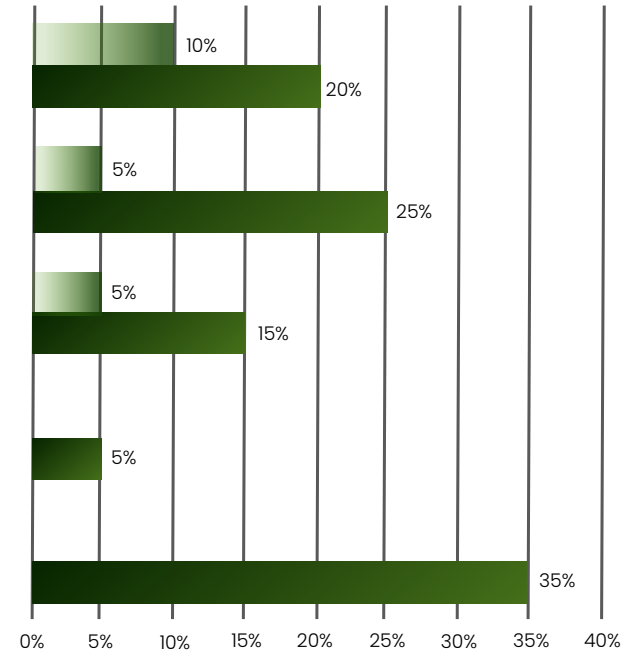
Percentage of targeted suppliers who have signed  
supplier code of conduct

Percentage of targeted suppliers with contracts that include  
clauses on environmental, labor and human rights  
requirements

Percentage of targeted suppliers by  
sustainability assessment

Percentage of suppliers engaged in  
capacity building

Percentage of buyers who received training on  
sustainable procurement



2023 2024

CONNECTION WITH

# GOVERNANCE

ASPECTS



**MDS**  
MIDEST DATA SYSTEMS L.L.C.

Sustainability Report 2024  
Mideast Data Systems L.L.C.  
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Photo Courtesy: Google

# Ensure Long-Term Business Continuity

Several operational hazards that businesses encounter put their short- and long-term sustainability and their reputation at risk. MDS Organization ensures our business continuity capabilities are in place in the face of power and supply chain interruptions, IT failures, extreme weather conditions, global pandemics, and more. Business Continuity Management System implementation enables MDS organizations to show resilience and reduce loss of assets and revenue in the event of a crisis.

## Business Benefits of Operational Risk Management

- Determine operational hazards that are specific to your firm and the environment.
- Determine opportunities for development and put procedures in place to reduce operational risks.
- Ensure operational risk management is transparent to reassure stakeholders.



# Business Governance

- Integrated Business Management System
- Documented Policy
- ISO Certification
- CAPA Systems
- Routine Internal Audits
- Training Management System
- Risk Management
- Supplier Management
- Equipment Maintenance
- Incident Management
- Annual Reporting



## Sustainability Report 2024

Mideast Data Systems L.L.C.

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# PRODUCT QUALITY AND SERVICES

## As part of Mideast Data Systems L.L.C.'s continuous commitment

- We established a customer-focused approach to ensure that our products are committed to legal compliance in quality management.
- Senior management in MDS ensures that customer satisfaction with the services and products we offer is communicated, highlighting the importance of meeting the customer requirements in addition to regulatory requirements throughout the organization
- Maintaining the organization's requirements with the ISO 9001:2015 Standards provides guidelines and compliance with the international standards in quality
- To help achieve product quality within MDS Organization, we ensure that the Quality Management System that we apply aligns with our partners, suppliers, contractors, and other stakeholders, ensuring the requirements and principles of the global standards are integrated within the business

## Quality Management Principles

- Customer Focus: We are committed to meeting the customer's needs and providing them with a high-level product and customer service
- Engagement of People: MDS Organization treats its employees as the most important part of the business in achieving quality within the company. We engage our people to ensure the process of quality management in all the products and services we deliver provides the best possible customer experience and satisfaction
- Process Approach: The goal of this approach is to improve the efficiency and effectiveness of the business by ensuring that everyone within the organization follows the same process and steps to minimize errors and increase quality output.



# Product Quality and Services

## Quality Management Principles

- Improving: This process requires constant evaluation and assessment of the current work process, procedures, methods, and services to improve their effectiveness. To ensure Quality management is maintained and enhanced, we follow the process below:
- Clear Goal Setting
- Process Integration
- Assignment of Responsibilities
- Personnel Training
- Quality Control Charts and Monitoring
- Regular Audits
- Customer Feedback
- Learning and Innovation

CERTIFIED  
**ISO 9001**



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Midwest Data Systems L.L.C.

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# Data Privacy & Cybersecurity

At Mideast Data Systems (MDS), safeguarding data privacy and cybersecurity is a core element of our business operations. Given the critical nature of our role in building and operating data centers, we recognize the importance of protecting sensitive information, both for our clients and our internal operations. We have established a data protection framework that prioritizes the confidentiality, integrity, and availability of information. To achieve this, MDS implements mandatory training programs for all employees on privacy, cybersecurity, and sensitive data handling. These sessions focus on enhancing awareness of data protection responsibilities, recognizing phishing attempts and scams, and following established protocols for safe information management.

Access to sensitive data is strictly controlled, with authorization granted only to employees who require it for their specific roles. Roles and responsibilities are clearly defined to ensure accountability and minimize the risk of data breaches.

A detailed incident response plan is in place to address cybersecurity events. This plan outlines step-by-step procedures for responding to incidents based on their criticality and potential operational or financial impact.

Beyond compliance, MDS is committed to continuous improvement in cybersecurity. We conduct regular risk assessments, penetration testing, and system monitoring to proactively identify and address vulnerabilities.



# GO GREEN THERE IS NO PLANET B

In our quest for improvement, we use Environmental, Social, and Governance (ESG) standards as a framework to openly report on our goals and progress while making sure that the measures we take are included in our corporate strategy and daily operations.