

Mideast Data Systems LLC

SUSTAINABILITY

REPORT 2025



INTRODUCTION

GRI 2-1, 2-2, 2-3, 2-6

Mideast Data Systems L.L.C. (also refer as MDS herein after) is a limited liability company operating under the Midis Group.

The Company's headquarters is located on the 32nd Floor, Addax Office Tower, Al Reem Island, Abu Dhabi, United Arab Emirates. MDS conducts its operations within the United Arab Emirates.

This Sustainability Report covers the period from 1st January 2025 to 31st December 2025. The report is published on an annual basis. The reporting period is aligned with the Company's financial reporting cycle.

The report was published in September 2026.

For further information or inquiries regarding this report, please contact:

Sustainability Team

Mideast Data Systems L.L.C.

Sustainability@mdsuae.ae

<https://siteandpower.com/>

Our Year in Numbers

100%

Residual Emissions Offset and Achieved Net Zero for 2025

30%

Increase in Recycling by 2030 from 2025 Baseline

30%

Less Emissions by 2030 from 2023 Baseline

100%

Of Electricity Consumption Matched Through Certified Renewable Energy (I-RECs) in 2025

100%

Of Employees Completed the Code Of Conduct Training



ABOUT THE REPORT

GRI 2-1, 2-2, 2-3, 2-6

Mideast Data Systems L.L.C. operates within the Information and Communication Technology (ICT) and infrastructure solutions sector.

The Company's core activities include the supply, installation, and commissioning of energy and infrastructure solutions, including uninterruptible power supply (UPS) systems, stabilizers, power distribution units (PDUs), high-power battery systems, DC rectifiers, inverters, precision cooling systems, diesel generators, water detection systems, firefighting systems, and security management systems.

MDS also provides turnkey solutions encompassing system design, site preparation, and full deployment for data centers and infrastructure projects. Its services support key sectors including telecommunications, utilities, and oil and gas.

The Company's value chain includes:

Upstream activities: Procurement of equipment and components from international and regional manufacturers and technology partners

Core operations: System integration, installation, testing, and commissioning

Downstream activities: Delivery, maintenance, and support services to clients across various industries

Reporting Framework

This Sustainability Report has been prepared with reference to the GRI Standards. The disclosures included in this report have been selected based on the material sustainability topics relevant to Mideast Data Systems L.L.C. The report does not claim to be prepared in accordance with the GRI Standards.

ISO CERTIFICATIONS



Quality Management System



Occupational Health & Safety Management System



Environmental Management System



Energy Management System



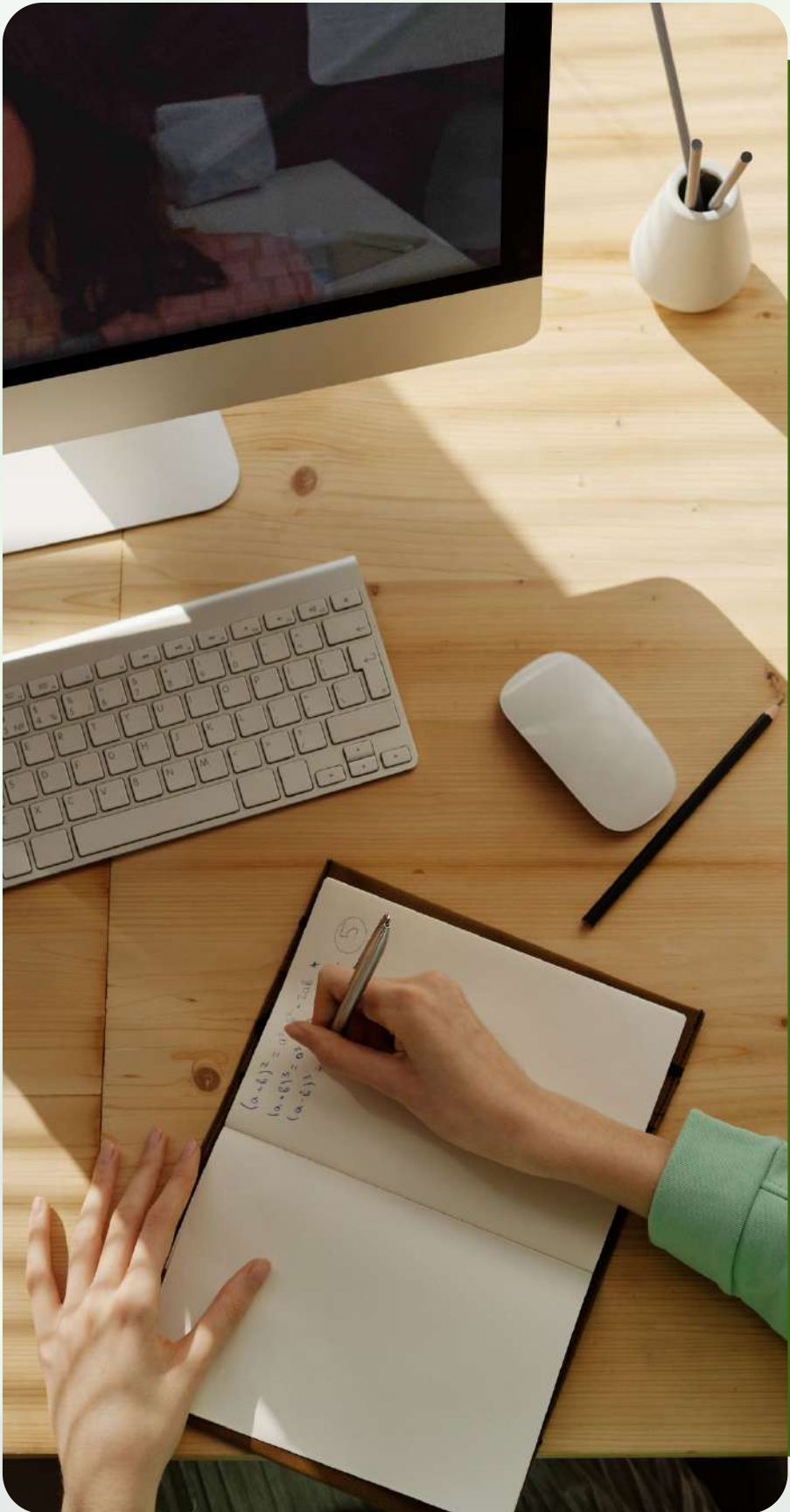
Greenhouse Gas Management System



Business Continuity Management System



Sustainable Procurement Management System



All management system certifications held by Mideast Data Systems L.L.C. are issued by Bureau Veritas.

To ensure the ongoing effectiveness and compliance of its management systems, MDS conducts an annual cycle of internal and external audits across all certified management systems. Internal audits are performed to evaluate conformance with established procedures, identify opportunities for improvement, and verify the effectiveness of corrective actions.

External surveillance and recertification audits are conducted by Bureau Veritas in accordance with the applicable international standards and certification requirements.

ECOVADIS

EcoVadis is one of the world's leading and most widely recognized sustainability rating platforms, assessing companies across more than 180 countries and over 250 industries. Its assessment framework evaluates organizations on four key themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. The methodology is aligned with internationally recognized standards and provides an independent evaluation of a company's sustainability management system, policies, actions, and reporting practices.

As sustainability increasingly becomes a key requirement for customers, investors, business partners, and regulators, EcoVadis ratings have emerged as an important benchmark for demonstrating responsible business conduct and supply chain transparency. Organizations worldwide use EcoVadis assessments to evaluate and strengthen sustainability performance, manage ESG-related risks, and support sustainable procurement decisions.



ECOVADIS COMMITTED BADGE

In 2025, Mideast Data Systems L.L.C. maintained its EcoVadis Committed Badge and improved its overall sustainability score to 61/100, compared to 49/100 in 2024. The increase reflects the company's continued efforts to enhance its Environmental, Social, and Governance (ESG) performance, strengthen governance and transparency practices, and advance responsible business conduct.

Building on this achievement, in May 2026, MDS was awarded the EcoVadis Bronze Medal, marking a significant milestone in the company's sustainability journey. This recognition reflects the substantial progress made in ESG performance and highlights MDS's ongoing dedication to responsible and sustainable business practices.

MATERIAL TOPICS

GRI 2-29, GRI 3-1, GRI 3-2, GRI 3-3



Mideast Data Systems L.L.C.'s activities, including the supply, installation, and maintenance of critical infrastructure and energy solutions, generate both actual and potential impacts on the economy, environment, and people. These impacts may be positive, such as enabling energy-efficient infrastructure, supporting business continuity, creating employment opportunities, and developing employee skills, or negative, including energy consumption, greenhouse gas emissions, waste generation, occupational health and safety risks, and data security concerns.

The organization's material topics represent the sustainability matters that have the most significant impacts on its business and stakeholders. Key stakeholder groups affected by these impacts include employees, customers, suppliers, contractors, local communities, regulators, and business partners. MDS uses its material topics to guide sustainability objectives, performance monitoring, and continuous improvement initiatives, helping to enhance positive outcomes while preventing or mitigating adverse impacts.

MATERIAL TOPICS

GRI 2-29, GRI 3-1, GRI 3-2,

ENVIRONMENTAL



Energy Management
GHG Management
Waste Management



SOCIAL



Employee Health & Safety
Employee Development & Training
Sustainable Procurement



GOVERNANCE



Business Continuity
Product Safety & Quality
Data Privacy & Cybersecurity



01

Environmental Aspect

ENERGY MANAGEMENT

GRI 3-3, GRI 302-3

Management Approach

Energy is a core component of MDS's operations and a key driver of both environmental impact and operational efficiency. As a provider of critical infrastructure and energy-related solutions, MDS recognizes the importance of managing energy responsibly, not only within its own operations but also through the solutions it delivers to clients.

Effective energy management directly influences greenhouse gas emissions, operating costs, and overall sustainability performance. MDS therefore prioritizes the continuous monitoring and optimization of energy consumption across its offices, facilities, vehicle fleet, and cooling systems.

Between 2022 and 2025, total energy consumption increased in line with operational growth. However, performance trends indicate improved energy management outcomes. Electricity consumption remained relatively stable despite increased business activity, demonstrating improved efficiency in facility operations.

Cooling energy demand increased over the reporting period, primarily due to higher operational requirements. This trend has been identified as an area for further optimization.

Energy performance is managed using Energy Performance Indicators (EnPIs), which are tracked on a monthly and annual basis. Performance is reviewed regularly, and insights are used to identify inefficiencies, implement corrective actions, and improve operational practices.



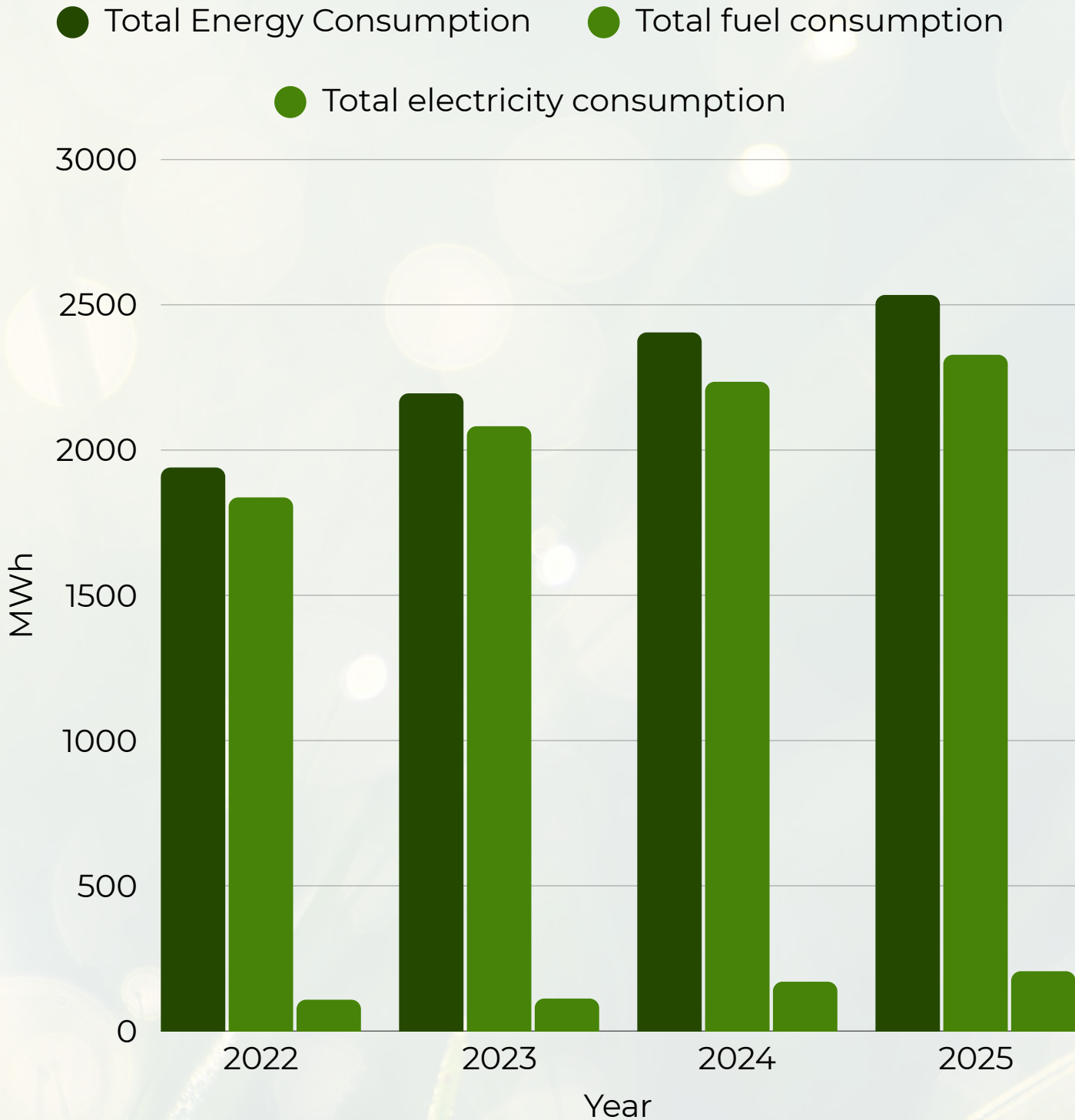
ENERGY MANAGEMENT

GRI 302-1, 302-3

Energy Consumption Trends

Energy Consumption Trends	2022	2023	2024	2025
 Total Energy Consumption MWh	1940.00	2195.16	2404.89	2533.80
 Fuel Consumption MWh (Vehicles)	1831.06	2082.84	2235.19	2328.06
 Electricity Consumption MWh	108.94	112.32	169.70	205.74

Energy Consumption Trends



GRI 302-1, GRI 305-5



As part of its commitment to reducing greenhouse gas emissions and supporting the transition to renewable energy, Mideast Data Systems L.L.C. procured and redeemed 206 International Renewable Energy Certificates (I-RECs) during the 2025 reporting period. The redeemed certificates represent 206 MWh of renewable electricity consumed by MDS, covering the period from 1 January 2025 to 31 December 2025. The certificates were redeemed to support the organization's sustainability and emissions reduction objectives.

The renewable electricity was generated from the Sweihan PV Plant in the United Arab Emirates, a ground-mounted solar photovoltaic facility commissioned in 2019. The I-RECs were issued by the Department of Energy Abu Dhabi, providing verified evidence that an equivalent amount of renewable electricity was generated and fed into the electricity grid. The use of I-RECs supports MDS's efforts to increase renewable energy consumption, reduce Scope 2 greenhouse gas emissions, and contribute to the UAE's clean energy transition.

100%

**of electricity consumption
matched through certified
renewable energy
(I-RECs) in 2025**

Redeemed Certificates						
Production Device Details						
Device	Country of Origin	Energy Source	Technology	Supported	Commissioning Date	Carbon (CO ₂ / MWh)
Sweihan PV Plant	United Arab Emirates	Solar	PV Ground mounted	No	2019-04-30	0.000000

ENERGY MANAGEMENT

GRI 302-4

Energy Efficiency and Energy Conservation

MDS implements targeted initiatives to improve energy efficiency across fuel consumption, electricity use, and cooling systems.



Fuel Management

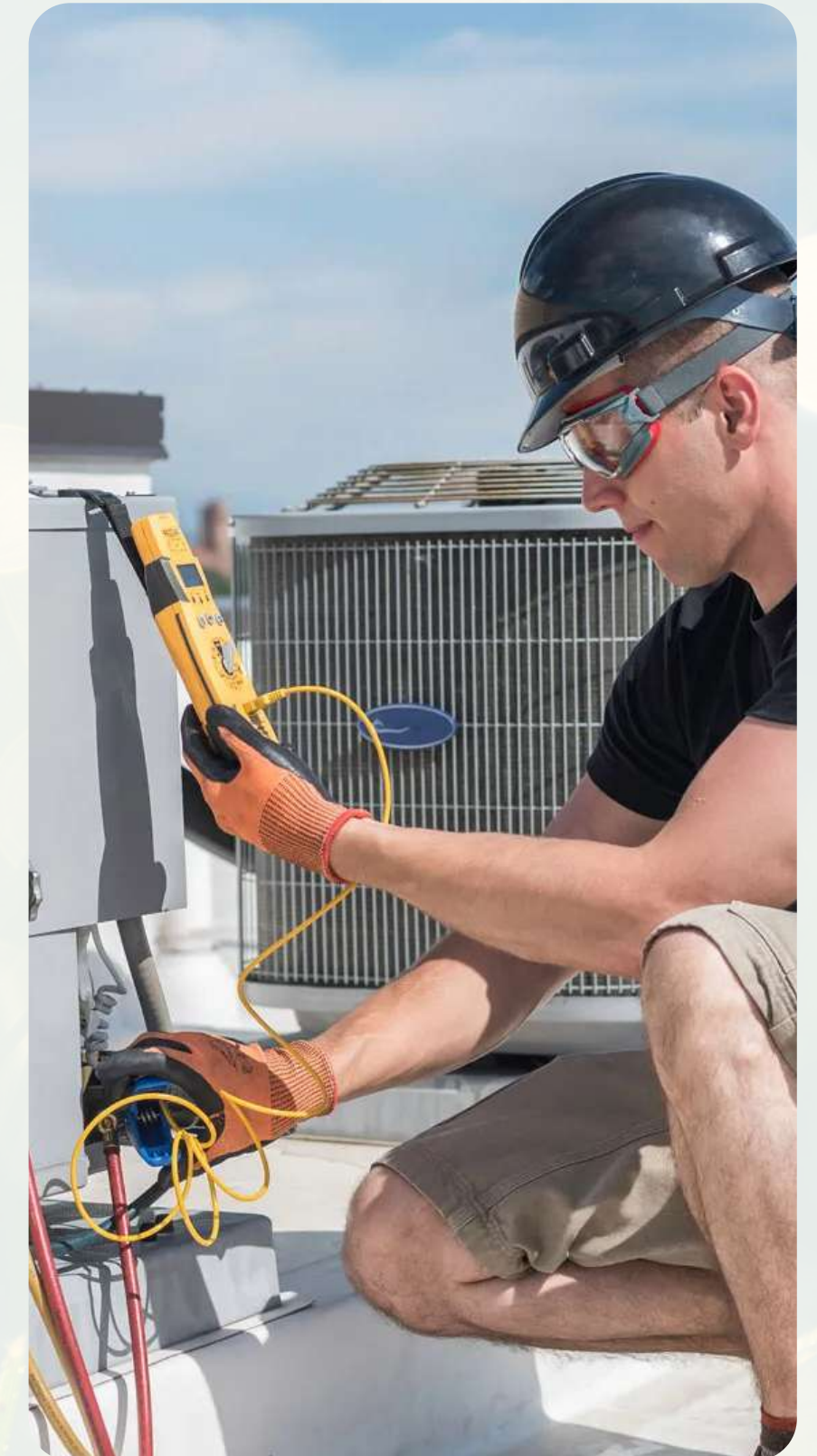
- Use of fuel-efficient vehicles for operational activities
- Monthly monitoring of fuel consumption and annual energy audits
- Promotion of carpooling to reduce fuel use and emissions
- Awareness programs on environmental impacts of fuel consumption

Electricity Management

- Installation of motion and occupancy sensors for lighting
- Transition to energy-efficient LED lighting
- Maximizing natural daylight through building design
- Installation of sub-metering for high-consumption areas
- Load management through shifting electricity use to off-peak periods

Cooling and HVAC Optimization

- Installation of double-glazed windows to reduce heat gain
- Application of heat-resistant window films
- Quarterly maintenance of Fan Coil Units (FCUs)
- Optimization of chiller system performance
- Occupancy-based control of air conditioning systems



ENERGY MANAGEMENT

GRI 302-4

ISO 50001:2018 Energy Management Systems



ISO 50001 is an international standard that specifies requirements for establishing, implementing, maintaining, and improving an Energy Management System (EnMS). It helps organizations systematically enhance energy performance, including energy efficiency, use, and consumption, by adopting a structured approach based on continual improvement (Plan-Do-Check-Act cycle). The standard enables organizations to reduce energy costs, lower greenhouse gas emissions, and ensure compliance with regulatory requirements while integrating energy management into overall business practices

As part of its commitment to improving energy performance, Mideast Data Systems L.L.C. established the implementation of an Energy Management System in line with ISO 50001 as a key target for 2025.

This target was successfully achieved in 2025, with the organization obtaining ISO 50001: Energy Management Systems certification from Bureau Veritas.

The certification demonstrates the organization's commitment to structured energy management, including systematic monitoring, performance evaluation, and continuous improvement. The implementation of ISO 50001 strengthens governance around energy use, enhances data-driven decision-making, and supports the identification of energy-saving opportunities across operations.

This achievement marks a significant milestone in advancing energy efficiency and aligns with the organization's broader sustainability objectives.

GHG MANAGEMENT

GRI 3-3, GRI 305-1, 305-2, 305-3

Mideast Data Systems L.L.C. (MDS) continued to strengthen its sustainability performance in 2025 through environmental stewardship, emissions management, employee well-being initiatives, and community engagement activities. The company maintains an integrated sustainability approach that aligns business objectives with environmental responsibility, social impact, and sound governance practices.

In 2025, MDS expanded its greenhouse gas (GHG) inventory to include selected Scope 3 emissions, representing a significant enhancement in emissions transparency and accountability. The GHG inventory was prepared in accordance with ISO 14064-1:2018 and the GHG Protocol using an operational control approach covering the company's UAE operations, including the Head Office in Abu Dhabi and the Mussafah Battery Charging Facility and Warehouse.

MDS
MIDEAST DATA SYSTEMS L.L.C.



GHG MANAGEMENT

GRI 305-1, 305-2, 305-3

Comparison: 2023, 2024 & 2025

Total emissions from Scope 1 (Category 1) and Scope 2 (Category 2) increased from 554.82 tCO₂e in 2023 to 611.65 tCO₂e in 2024, representing an increase of approximately 10.2%. This upward trend continued in 2025, with emissions reaching 638.32 tCO₂e, reflecting a further increase of approximately 4.4% compared to 2024. The increase was primarily driven by higher fuel consumption under Scope 1 (Category 1) and increased electricity consumption under Scope 2 (Category 2) due to expanded operational activities.

In 2025, the organization expanded its emissions inventory to include Scope 3 emissions (Category 3 and Category 4 as per the ISO 14064-1 Standards), which amounted to 21.39 tCO₂e. As a result, the total emissions including Scope 3 reached 659.71 tCO₂e. Scope 3 emissions were not calculated in 2023 and 2024 due to data limitations; therefore, total emissions including Scope 3 are not directly comparable across the three years.

Year	Scope 1 (kgCO2e)	Scope 2 (Category 2)– Location Based	Scope 3 (kgCO2e)	Total Emissions- (Scope 1 & Scope 2) (kgCO2e)	Total Emissions (Including Scope 3) (kgCO2e)
		(kgCO2e)			
2023	513,036.32	62,451.59	Not calculated	575,487.91	Not calculated
2024	550,562.29	94,109.12	Not calculated	644,671.40	Not calculated
2025	572,481.00	65,838.08	21,392.37	638,319.08	659,711.45



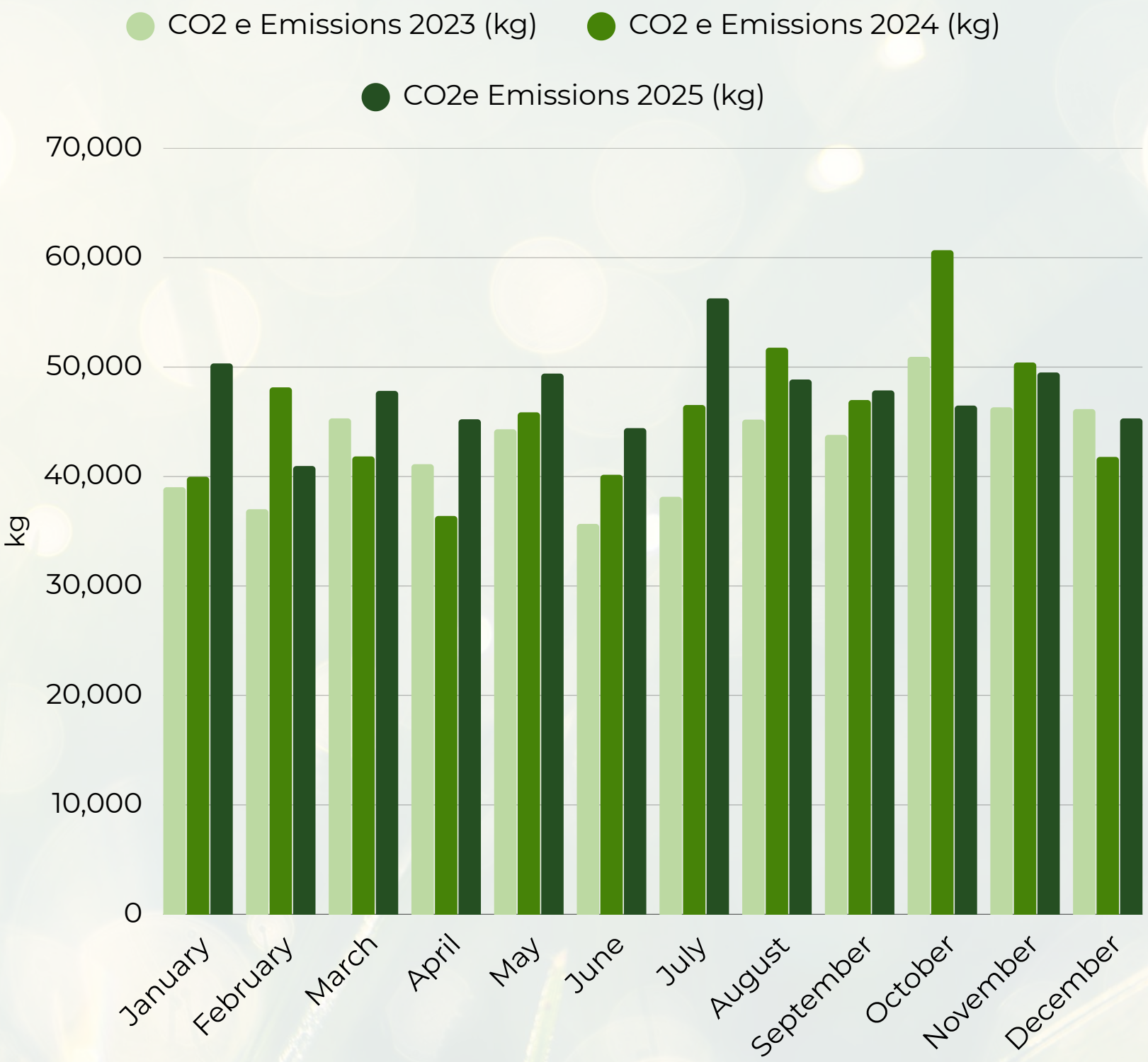
GHG MANAGEMENT

GRI 305-1, GRI 305-4



Scope 1 (Category 1) – Mobile Combustion

Month	CO2 e Emissions 2023 (kg)	CO2 e Emissions 2024 (kg)	CO2e Emissions 2025 (kg)
January	39,022.25	39,978.73	50,332.10
February	37,011.94	48,145.60	40,960.60
March	45,313.34	41,837.01	47,821.70
April	41,128.46	36,396.80	45,230.30
May	44,316.12	45,865.53	49,405.40
June	35,672.94	40,159.30	44,423.20
July	38,147.63	46,534.02	56,275.70
August	45,200.31	51,769.76	48,864.30
September	43,804.20	46,989.38	47,866.60
October	50,934.06	60,677.25	46,483.50
November	46,324.00	50,417.60	49,506.60
December	46,161.07	41,791.31	45,311.00
Total Emissions	513,036.32	550,562.29	572,481.00



GHG MANAGEMENT

GRI 305-1, GRI 305-4

Scope 1 (Category 1) – Mobile Combustion

Scope 1 (Category 1) emissions, which represent direct greenhouse gas emissions from owned or controlled sources, have shown a gradual increase over the reporting period, primarily driven by the expansion of the company’s vehicle fleet.

Total Scope 1 (Category 1) emissions increased from 513.04 tCO₂e in 2023 to 550.56 tCO₂e in 2024, reflecting a 7.3% increase. This trend continued into 2025, with emissions reaching 572.48 tCO₂e, representing a further 4.0% increase compared to 2024. The overall increase across the three-year period is approximately 11.6%. This growth in emissions corresponds with an increase in the number of vehicles in operation, which rose from 44 vehicles in 2023 to 47 vehicles in 2024, and further to 51 vehicles in 2025. The expansion of the fleet indicates increased operational activity and mobility requirements.

Although Scope 1 emissions from company vehicles increased between 2023 and 2025, the increase was broadly proportional to the increase in distance travelled. The fleet's GHG emissions intensity remained relatively stable at approximately 0.18 kgCO₂e per kilometre travelled.

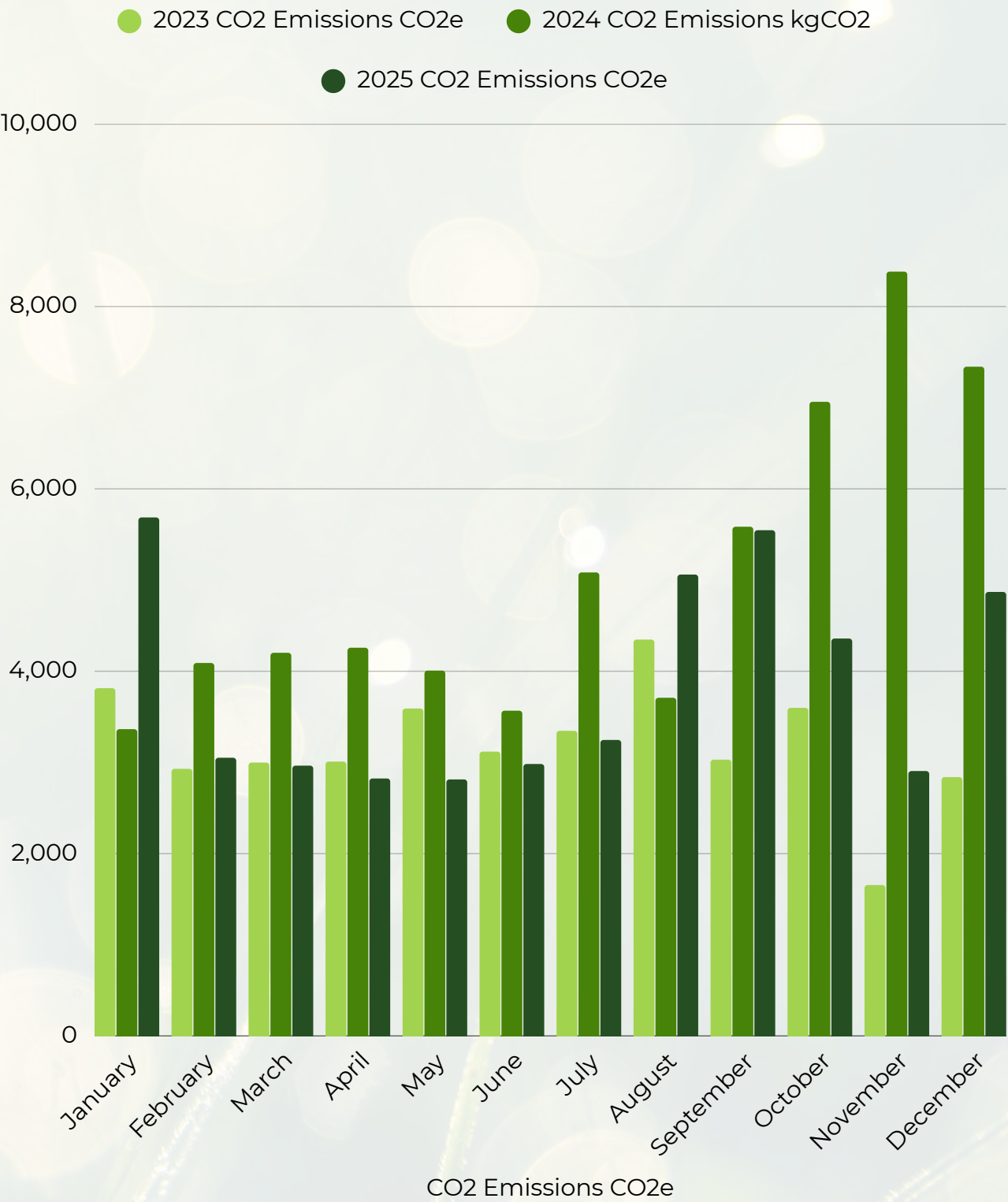
Year	Scope 1 (Category 1) emissions (tCO ₂ e)	Distance Travelled (km)	CO ₂ Intensity kgCO ₂ e/km
2023	513,036.32	2,848,360.78	0.18
2024	550,562.29	3,062,380.18	0.18
2025	572,481.00	3,161,369.36	0.18

GHG MANAGEMENT

GRI 305-2

Scope 2 Location Based (Category 2) – Warehouse Electricity, Office Electricity & Chiller 2023, 2024 vs 2025:

Month	CO2 Emissions 2023 (kg)	CO2 Emissions 2024 (kg)	CO2 Emissions 2025 (kg)
January	4,951.74	4,980.09	6,755.5
February	4,249.51	5,385.97	3,908.2
March	4,185.01	5,804.08	3,884.5
April	4,198.91	5,931.96	3,961.3
May	5,463.26	6,459.61	4,616.6
June	5,280.89	6,088.76	4,970.9
July	5,836.33	8,832.06	5,409.3
August	8,067.56	7,099.56	7,288.0
September	5,859.68	8,740.88	8,030.7
October	6,163.26	10,742.48	6,428.2
November	3,618.45	12,947.57	4,446.4
December	4,576.99	11,096.09	6,138.6
Total Emissions	62,451.59	94,109.12	65,838.1



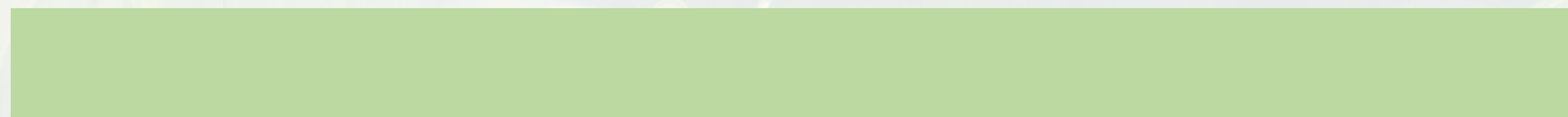
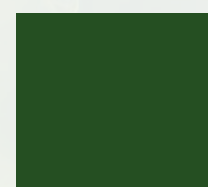
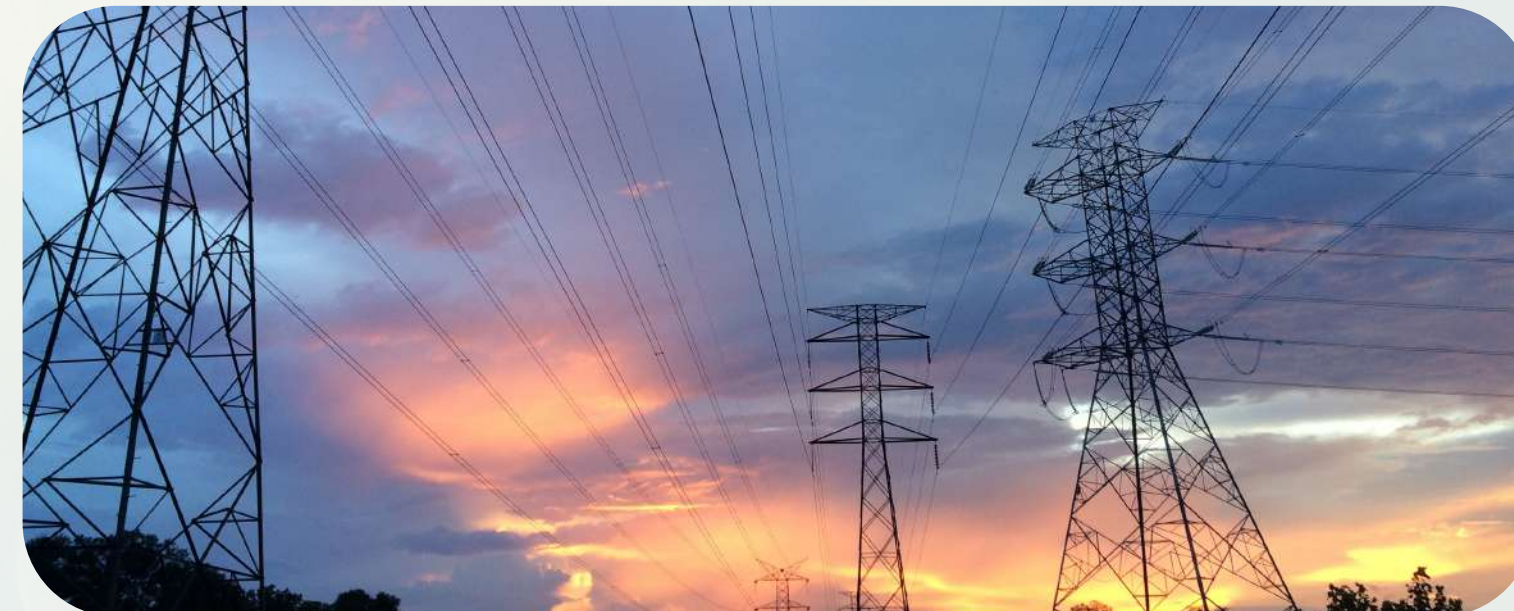
GHG MANAGEMENT

GRI 305-2

Scope 2 (Category 2) – Warehouse Electricity, Office Electricity & Chiller 2023, 2024 vs 2025:

Total emissions increased from 41,784.16 kgCO₂e in 2023 to 61,090.20 kgCO₂e in 2024, representing a significant increase of approximately 46.2%. This sharp rise is observed across most months, with notable increases during the second half of the year, particularly in October (6,955.56 kgCO₂e), November (8,383.32 kgCO₂e), and December (7,340.76 kgCO₂e), indicating higher electricity demand and operational intensity during this period.

In 2025, emissions further increased to 65,838.10 kgCO₂e, marking a 7.8% increase compared to 2024. While the rate of increase slowed relative to the previous year, emissions remained consistently higher than both 2023 and 2024 across most months. Peak emissions were observed in August (7,288.00 kgCO₂e) and September (8,030.70 kgCO₂e), driven by higher operational activity and seasonal demand fluctuations.



GHG MANAGEMENT

GRI 305-3

Scope 3 (Category 3 and Category 4)

In 2025, the organization expanded its greenhouse gas accounting boundary to include Scope 3 (Category 3 and Category 4) emissions, covering indirect emissions occurring across the value chain. This represents a significant step toward achieving a more comprehensive and transparent assessment of the organization's overall carbon footprint.

Prior to 2025, emissions reporting was limited to Scope 1(Category 1) and Scope 2(Category 2), as data availability and tracking mechanisms for value chain emissions were not fully established.

Due to the introduction of Scope 3 (Category 3 and Category 4 as per the ISO 14064-1 Standards) emissions in 2025, total emissions are not directly comparable with previous reporting years.

Category	Description	ISO 14064-1 Category	Emissions (kgCO ₂ e)
Category 1	Purchased Goods and Services	Category 4: Indirect GHG emissions from products used by an organization	1,032.91
Category 3	Fuel- and Energy-Related Activities		12,845.43
Category 6	Business Travel	Category 3: Indirect GHG emissions from transportation	84.85
Category 7	Employee Commuting		7,429.18
Total	21,392.37		

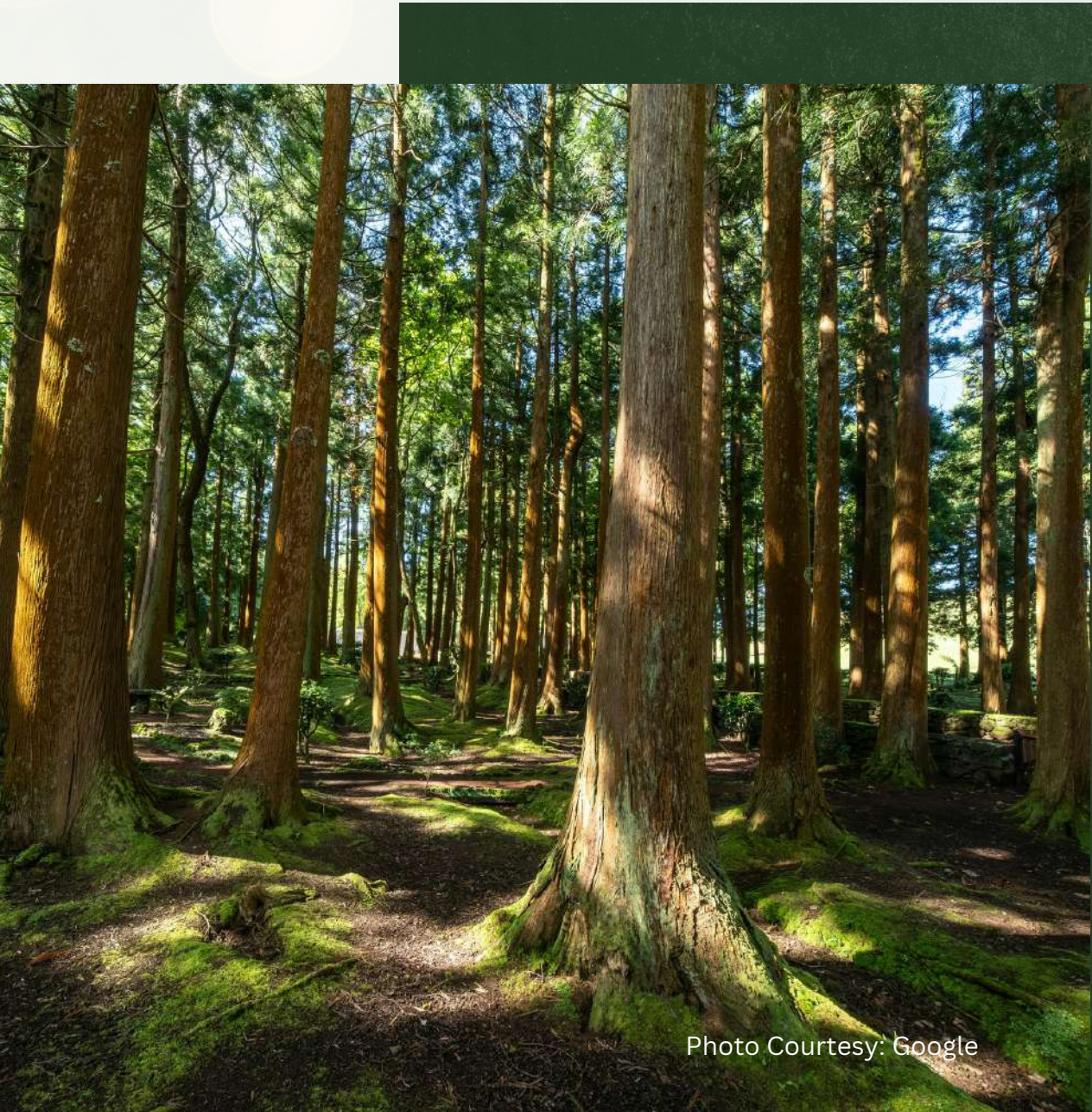


Photo Courtesy: Google

GHG MANAGEMENT

During the reporting period, the Company retired 594 Gold Standard-certified carbon credits from the Karadere Wind Power Plant in Türkiye. The project is a 16 MW renewable wind energy facility that generates electricity for the Turkish national grid, reducing reliance on fossil fuel-based power generation and contributing to an estimated annual avoidance of approximately 31,000 tCO₂e emissions. The retired carbon credits were used to compensate for 100% of the Company's reported Scope 1 and Scope 3 greenhouse gas emissions during the reporting year.

Project Reference:

Karadere Wind Power Plant, Gold Standard Registry

<https://registry.goldstandard.org/projects/details/175>

100%

of reported Scope 1 and Scope 3 emissions compensated through the retirement of Gold Standard-certified carbon credits in 2025



We are delighted to confirm the retirement of
594 Verified Emission Reductions (VERs)
by
Green Spark Solutions Australia Pty Ltd

on 02/09/2026

These credits were retired on behalf of Mideast Data Systems LLC.

Retired to offset Scope 1 and Scope 3 greenhouse gas emissions in support of the company's net-zero and carbon neutrality goals.

Project: Karadere Wind Power Plant

*These credits have been retired, saving **594** tonnes of CO₂ emissions from being released into the atmosphere.
Thank you for investing in a safer climate and more sustainable world.*

[View retirement](#)

Gold Standard

Retirement certificates are hosted on the Gold Standard Impact Registry, [view your certificate](#).

Gold Standard | Chemin de Balexert 7-9 1219 Châtelaine, International Environment House 2, Switzerland | goldstandard.org, +41 22 788 70 80, help@goldstandard.org

WASTE MANAGEMENT

GRI 3-3, GRI 306-1, 306-2

Management Approach

Waste generated across MDS operations primarily arises from warehouse operations, and office functions. The main waste streams include paper, plastics, electronic waste (e-waste), scrap metal, general waste. No hazardous waste is generated during equipment maintenance, installation, handling, or other routine operational activities.

MDS manages waste in accordance with the waste hierarchy by prioritizing waste prevention, followed by reuse, recycling, recovery, and responsible disposal. This approach supports efficient resource utilization while reducing reliance on landfill disposal.

Waste reduction begins at the source through operational planning, optimized material utilization, and increased adoption of digital documentation to minimize paper consumption. Where practical, pallets, and reusable equipment are recovered and reused to extend their useful life and reduce the demand for new materials. Procurement practices also encourage the use of recyclable, reusable, and environmentally preferable materials while promoting sustainable packaging throughout the supply chain.

Waste is segregated at the point of generation using dedicated collection containers for paper, plastics, metals, and electronic waste. Segregation at source enables higher recycling rates and improves the recovery of valuable materials. No hazardous waste is generated during equipment maintenance, installation, handling, or other routine operational activities.

Employee awareness remains fundamental to the success of the organization's waste management programme. Regular awareness campaigns and training sessions reinforce responsible waste handling, segregation practices, recycling procedures, and the principles of resource conservation and circular economy.

WASTE MANAGEMENT

GRI 306-2, 306-4

Recycling Initiatives and Environmental Benefits

During 2025, MDS strengthened its waste management programme through the implementation of a structured recycling partnership with Emirates Environmental Group (EEG). This initiative established a formal process for collecting, monitoring, and recycling recyclable waste generated across the organization's operations while improving employee participation in recycling activities.

The implementation of the structured recycling programme during 2025 establishes a baseline for future performance measurement and supports the organization's long-term objective of increasing recycled waste by 30% by 2030.

The recycling programme delivered measurable environmental benefits during 2025.



4 tCO₂e
Carbon Emissions Avoided



14 m³
Landfill Space Preserved



38 Million BTU
Energy Conserved



17
Trees Conserved

WASTE MANAGEMENT

GRI 306-4

Recycable Waste Collected in 2025

Waste Category	Unit	2025
Paper	kg	985
Plastic	kg	266
Electronic Waste (E-Waste)	kg	855
Scrap Metal	kg	19
Aluminium Cans	kg	2
Total Waste Recycled	kg	2,127

A total of **2,127 kg** of recyclable materials was diverted from landfill through the organization's recycling programme during the reporting period.



EEG
Emirates Environmental Group
2007

Emirates Environmental Group



DNV
NO INCC

Company Name: Mideast Data Systems LLC
Name of Coordinator: Ramon L. Crisologo Jr.
Date: 10th December, 2025

COLLECTION REPORT FOR MIDEAST DATA SYSTEMS LLC

PAPER

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
2025	20	110	80	-	75	100	80	80	70	300	70		985 kg

PLASTIC

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
2025	30	30	15	-	85	35	16	10	20	10	15		266 kg

ALUMINIUM CAN

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
2025	-	1	-	-	1	-	-	-	-	-	-		2 kg

E-WASTE (EBM)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
2025	-	80	30	-	109	166	-	130	68	200	72		855 kg

SCRAP METAL

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
2025	-	-	2	-	17	-	-	-	-	-	-		19 kg

Environmental Benefits	Total
GHG Reductions (MT CO ₂ e)*	4
Energy Saving (Million BTU)**	38
Volume of Landfill Saved (m3)	14
Trees Saved	17

*Metric Tons CO₂ equivalence

**British Thermal Unit

02

Social Aspect

EMPLOYEE EDUCATION & TRAININGS

GRI 404-2, 404-3

Mideast Data Systems L.L.C. recognizes that employee growth and continuous learning are essential for both individual development and organizational success. The organization is committed to supporting employees in enhancing their technical, professional, and personal competencies through training, certification programs, and learning platforms.

MDS encourages a culture of continuous improvement by supporting employees when training needs or certification requirements are identified. Upon request or based on operational and professional requirements, the organization provides financial support for relevant certifications and training programs to enhance employee capabilities and career development.

At the group level, employees have access to MIDIS Elevate, an internal learning platform offering more than 150 training courses across a wide range of professional and technical subjects. The platform enables employees to participate in reskilling and upskilling opportunities free of charge, supporting continuous learning and workforce development.

In addition, access to LinkedIn Learning is provided to employees upon request, enabling further development through specialized online courses and professional learning content. These initiatives support the organization's objective of building a skilled, adaptable, and future-ready workforce while encouraging employee engagement and professional growth.



EMPLOYEE HEALTH AND SAFETY

GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Occupational Health and Safety (OHS)

Employee Health and Safety is a material topic for Mideast Data Systems L.L.C. As an organization operating in engineering, infrastructure, and data center-related projects, MDS recognizes its responsibility to provide a safe and healthy working environment for all employees, contractors, and other workers under its operational control.

MDS has established and implemented a comprehensive Occupational Health and Safety (OH&S) Management System to identify, assess, and manage workplace risks while promoting a strong safety culture throughout the organization. The system is designed to prevent work-related injuries and ill health, ensure compliance with applicable legal requirements, and drive continual improvement in health and safety performance.

The organization maintains certification to ISO 45001:2018 Occupational Health and Safety Management Systems, and through the adoption of a systematic and risk-based approach, combined with active worker participation, MDS has successfully integrated occupational health and safety considerations into its business processes and day-to-day operations. This approach supports the prevention of workplace incidents and contributes to the reduction of long-term occupational health risks.



EMPLOYEE HEALTH AND SAFETY

GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Health and Safety Governance

The Health, Safety and Environment (HSE) function is responsible for implementing, monitoring, and continuously improving occupational health and safety performance across the organization.

To ensure competent management of workplace risks, all operational HSE team members are fully qualified and maintain professional certifications, including:

- 100% NEBOSH Certified
- 100% IOSH Certified

These qualifications provide the technical knowledge and practical expertise required to effectively manage occupational health and safety risks across MDS operations.



100% of our HSE Team is
NEBOSH & IOSH
Certified

Health and Safety Training and Awareness

MDS places significant emphasis on health and safety training as a key component of its prevention strategy. Training programs are designed to enhance employee competence, strengthen hazard awareness, and promote safe working behaviours. During the reporting period, health and safety training was provided to personnel at all levels.

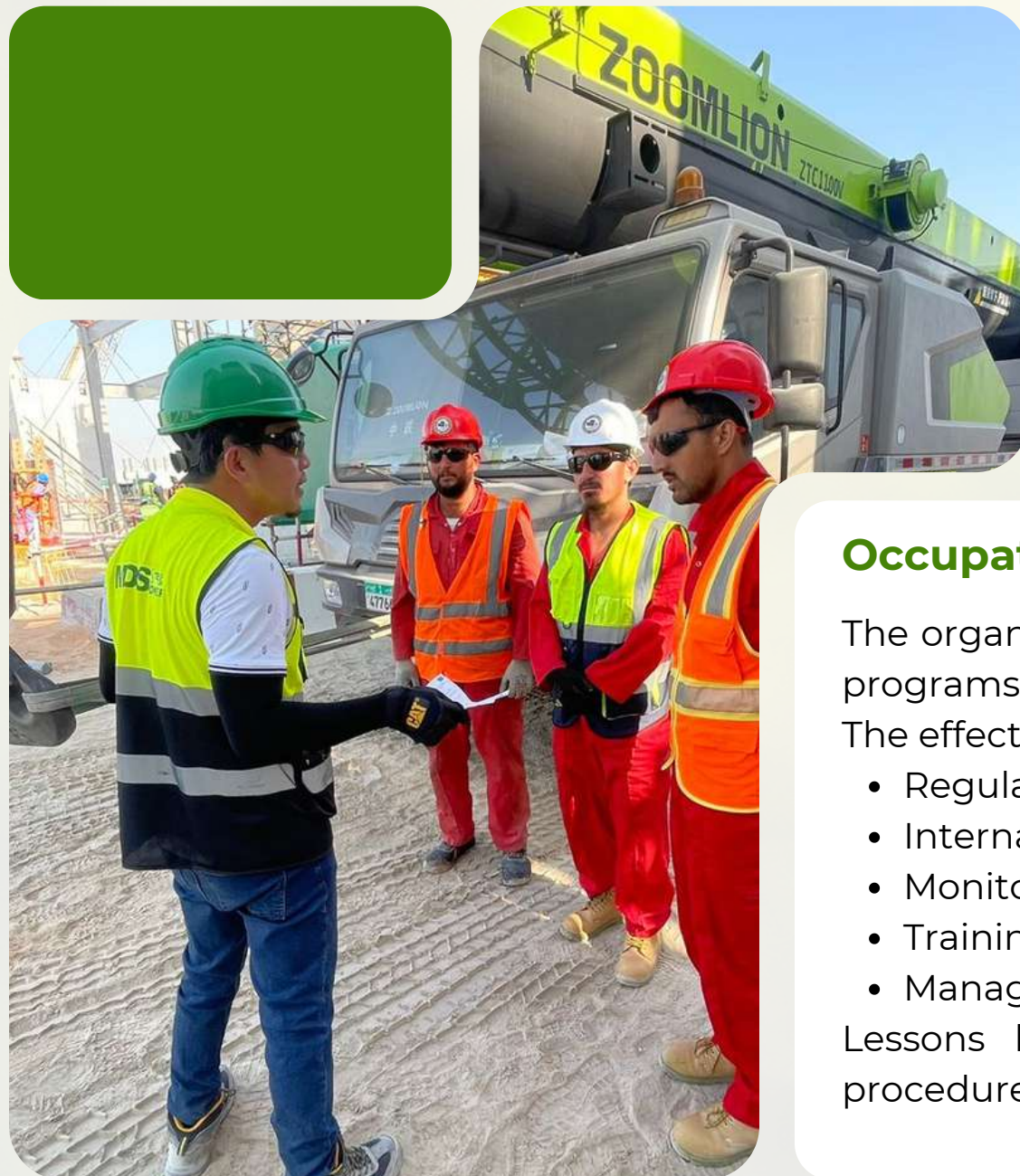
In addition, weekly Health and Safety meetings are conducted across operational sites and workplaces. These meetings provide opportunities to:

- Communicate health and safety updates
- Discuss workplace hazards and controls
- Share lessons learned from incidents and near misses
- Reinforce safe work practices
- Promote employee participation in safety initiatives

This continuous engagement helps maintain a proactive safety culture and encourages employees to take an active role in protecting their own health and safety as well as that of their colleagues.

EMPLOYEE HEALTH AND SAFETY

GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-7



Worker Participation and Consultation

MDS recognizes that employee involvement is essential for maintaining an effective occupational health and safety management system. Employees are encouraged to participate in safety discussions, hazard identification activities, risk assessments, toolbox talks, and health and safety meetings.

Worker consultation and participation support the identification of workplace risks, the development of effective control measures, and the continual improvement of health and safety performance across the organization.

Occupational Health and Safety Performance

The organization continuously monitors workplace health and safety performance through inspections, audits, training programs, risk assessments, incident reporting, and management reviews.

The effectiveness of health and safety initiatives is evaluated through:

- Regular workplace inspections
- Internal and external audits
- Monitoring of incidents, near misses, and corrective actions
- Training and competency assessments
- Management review of OH&S objectives and targets

Lessons learned from inspections, observations, and incident investigations are incorporated into operational procedures and training programs to strengthen risk management and prevent recurrence.

DIVERSITY & INCLUSION

GRI 405-1, GRI 2-23

Mideast Data Systems L.L.C. is committed to fostering a workplace culture built on respect, inclusion, equal opportunity, and professional integrity. The organization values diversity and seeks to create an environment where employees are treated fairly, feel respected, and have equal opportunities to contribute and grow.

Employment-related decisions, including recruitment, promotion, compensation, and professional development, are based on objective criteria such as qualifications, experience, competencies, performance, and business requirements. MDS promotes a merit-based approach that supports equal opportunity across all levels of the organization.

The organization recognizes that a diverse workforce contributes to innovation, stronger decision-making, and long-term business success. Women continue to hold leadership and management positions across the Group, while regional leadership teams provide valuable local expertise and cultural understanding within the markets where the organization operates.

Inclusion and Employee Support

MDS seeks to create an environment where all employees can participate fully and contribute to the success of the organization. The company supports initiatives that encourage employee engagement, collaboration, and inclusion across the workforce.

At the Group level, the Women at Midis initiative provides a platform for networking, mentorship, leadership development, and knowledge sharing, supporting the professional growth and engagement of women across the organization.

The organization is also committed to supporting employees with diverse needs and strives to provide a workplace that is accessible, inclusive, and conducive to employee well-being and productivity.

Fair Employment Practices

MDS is committed to maintaining fair and consistent employment practices. Compensation and reward decisions are determined through objective considerations including qualifications, experience, responsibilities, performance, and market benchmarks. The organization seeks to ensure fairness and consistency across its remuneration practices and regularly reviews its people management processes to support equitable outcomes.

DIVERSITY & INCLUSION

GRI 405-1, GRI 2-23



Respectful Workplace Culture

Maintaining a workplace where employees feel safe, valued, and respected is fundamental to the organization's culture. MDS promotes professional conduct, mutual respect, and collaboration through its policies, management practices, and employee engagement activities.

The organization does not tolerate discrimination, harassment, bullying, or any form of inappropriate workplace behaviour. Employees are encouraged to raise concerns in a safe and confidential manner through anonymous reporting channels.

To support transparency and accountability, MDS maintains an anonymous whistleblowing platform that enables employees and stakeholders to report concerns confidentially without fear of retaliation. All reported concerns are reviewed and addressed in accordance with established procedures, with appropriate corrective actions implemented where necessary.

Talent Development and Career Growth

MDS is committed to supporting employee development and providing opportunities for career progression. Employees have access to professional development opportunities, training programs, certifications, and learning resources that support both personal and professional growth.

Career advancement opportunities are provided based on demonstrated capability, performance, and potential, ensuring employees are supported in achieving their professional aspirations.

SUSTAINABLE PROCUREMENT

GRI 204-1, GRI 308-1, GRI 414-1, GRI 2-23

ISO 20400 Implementation

Mideast Data Systems L.L.C. recognizes Sustainable Procurement as a fundamental component of its sustainability and ESG strategy, given the significant environmental, social, and economic impacts associated with procurement and supply chain activities.

MDS manages sustainable procurement through a Sustainable Procurement Framework aligned with the principles of ISO 20400:2017 Sustainable Procurement Guidance. The framework embeds ESG, and economic considerations throughout the procurement lifecycle, including procurement planning, supplier qualification, tendering, purchasing, contract management, and supplier performance evaluation.

Procurement decisions consider not only cost, quality, and availability, but also broader sustainability impacts associated with products, services, suppliers, and supply chain activities.

MDS communicates its expectations through the Supplier Code of Conduct, which establishes minimum requirements relating to ethics, environmental responsibility, health and safety, labour practices, and legal compliance.



SUSTAINABLE PROCUREMENT

GRI 204-1, GRI 308-1, GRI 414-1, GRI 2-23

Supplier Engagement



Percentage of targeted suppliers who have signed supplier code of conduct

75%

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

75%

Percentage of targeted suppliers by sustainability assessment

50%

Percentage of suppliers engaged in capacity building

10%

Percentage of buyers who received training on sustainable procurement

35%

SUSTAINABLE PROCUREMENT

GRI 204-1, GRI 308-1, GRI 414-1, GRI 2-23

Our Commitment to Sustainable Procurement

Oversight of sustainable procurement is provided by Senior Management, with implementation supported by the Compliance & Governance Department and Procurement Management.

Procurement teams are responsible for integrating sustainability requirements into procurement planning, supplier selection, supplier evaluations, contract management, and ongoing supplier performance monitoring. Defined responsibilities support effective management of sustainability risks and opportunities across the supply chain.

Sustainability requirements are incorporated into supplier registration, prequalification, and evaluation processes. Suppliers are assessed against ESG-related criteria, including:

- Environmental management practices.
- Health and safety performance.
- Labour and human rights practices.
- Corporate governance and compliance.
- Ethical business conduct.
- Business continuity and risk management.
- Sustainability policies, programs, and certifications.

MDS communicates its expectations through the Supplier Code of Conduct, which establishes minimum requirements relating to ethics, environmental responsibility, health and safety, labour practices, and legal compliance.



SUSTAINABLE PROCUREMENT

Sustainability Considerations in Procurement

To support responsible sourcing decisions, MDS evaluates sustainability impacts across the product and service lifecycle. Sustainability criteria considered during procurement activities include:



Energy consumption and efficiency



**Environmental and social impacts
associated with suppliers and products**



Waste reduction and resource efficiency



Use of recycled and reusable materials



Reduction of hazardous substances



Sustainable packaging practices



End-of-life management and recycling



Greenhouse gas emissions

Through this approach, MDS seeks to maximize sustainability benefits while minimizing environmental and social risks within its value chain.

03

Governance

BUSINESS CONTINUITY

GRI 2-23, GRI 3-3

Mideast Data Systems L.L.C. recognizes Business Continuity and Organizational Resilience as critical to maintaining employee safety, customer commitments, project delivery, contractual obligations, supply chain stability, and operational performance. As a provider of critical infrastructure, power, security, and data center solutions, uninterrupted operations are essential to sustaining stakeholder confidence and business resilience.



Management Approach

MDS manages this topic through its ISO 22301:2019-certified Business Continuity Management System (BCMS), first certified in June 2022. The BCMS provides a structured framework for identifying potential disruptions, assessing business impacts, implementing continuity strategies, and supporting timely recovery of critical operations.

The system addresses a range of potential risks, including operational disruptions, infrastructure failures, cyber incidents, supply chain interruptions, workforce availability challenges, severe weather events, and geopolitical developments. Business continuity considerations are integrated into enterprise risk management through Business Impact Assessments, continuity planning, emergency preparedness, and recovery arrangements. Oversight of the BCMS is provided by Senior Management, with implementation supported by the Compliance & Governance function and relevant operational departments.



BUSINESS CONTINUITY

GRI 2-23, GRI 3-3

KPIs include:

The effectiveness of the BCMS is evaluated through regular internal audits, management reviews, business continuity exercises, emergency drills, and risk assessments. These activities are used to validate preparedness, test recovery capabilities, identify improvement opportunities, and strengthen organizational resilience.

01

Maintenance of ISO 22301 certification

02

Number of business continuity exercises and drills conducted

03

Percentage of critical personnel trained in business continuity

04

Completion of BCMS audits and management reviews

05

Percentage of corrective actions closed within agreed timelines

06

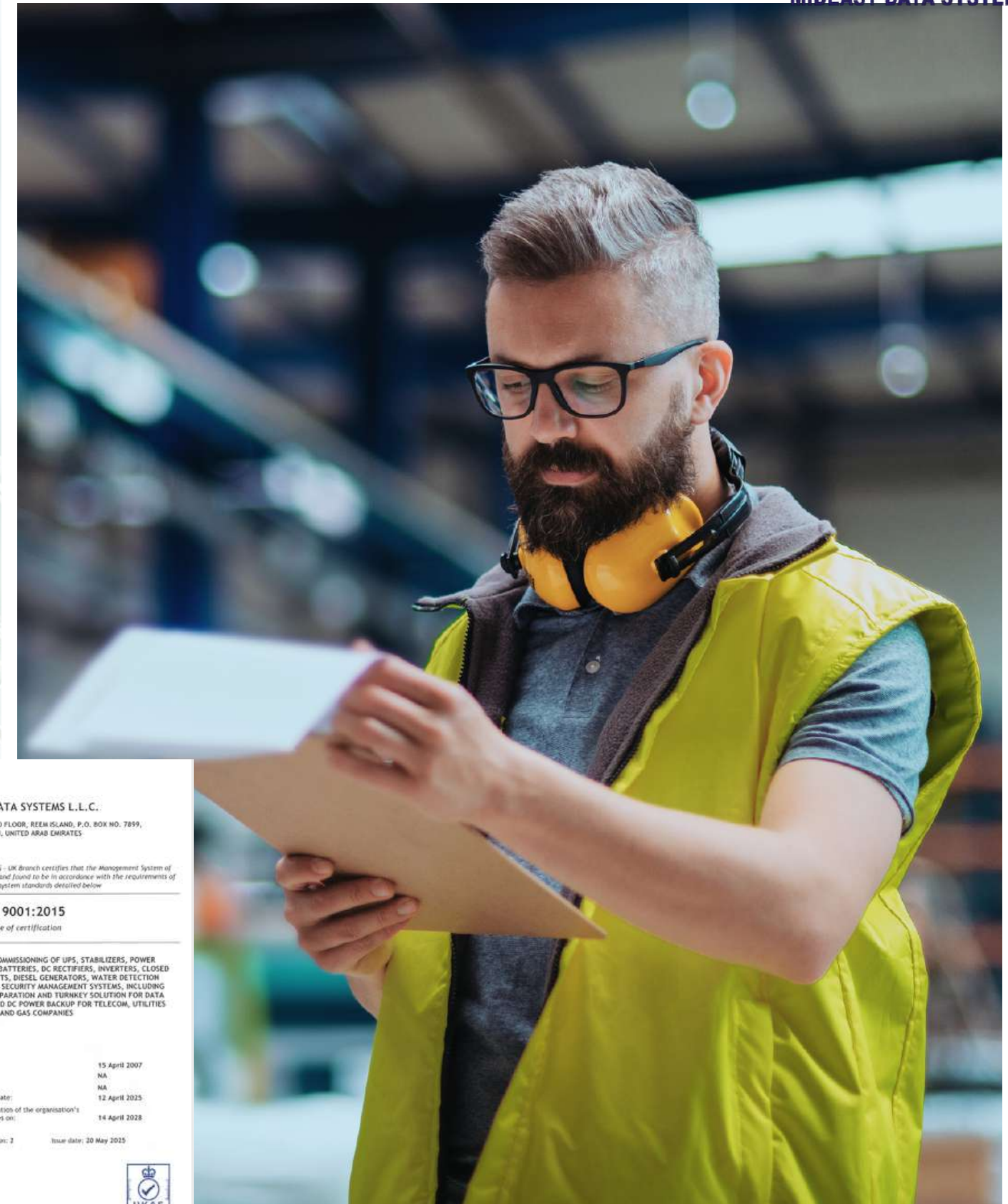
Percentage of business continuity plans reviewed and updated

PRODUCT QUALITY & SERVICES

GRI 417-1

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



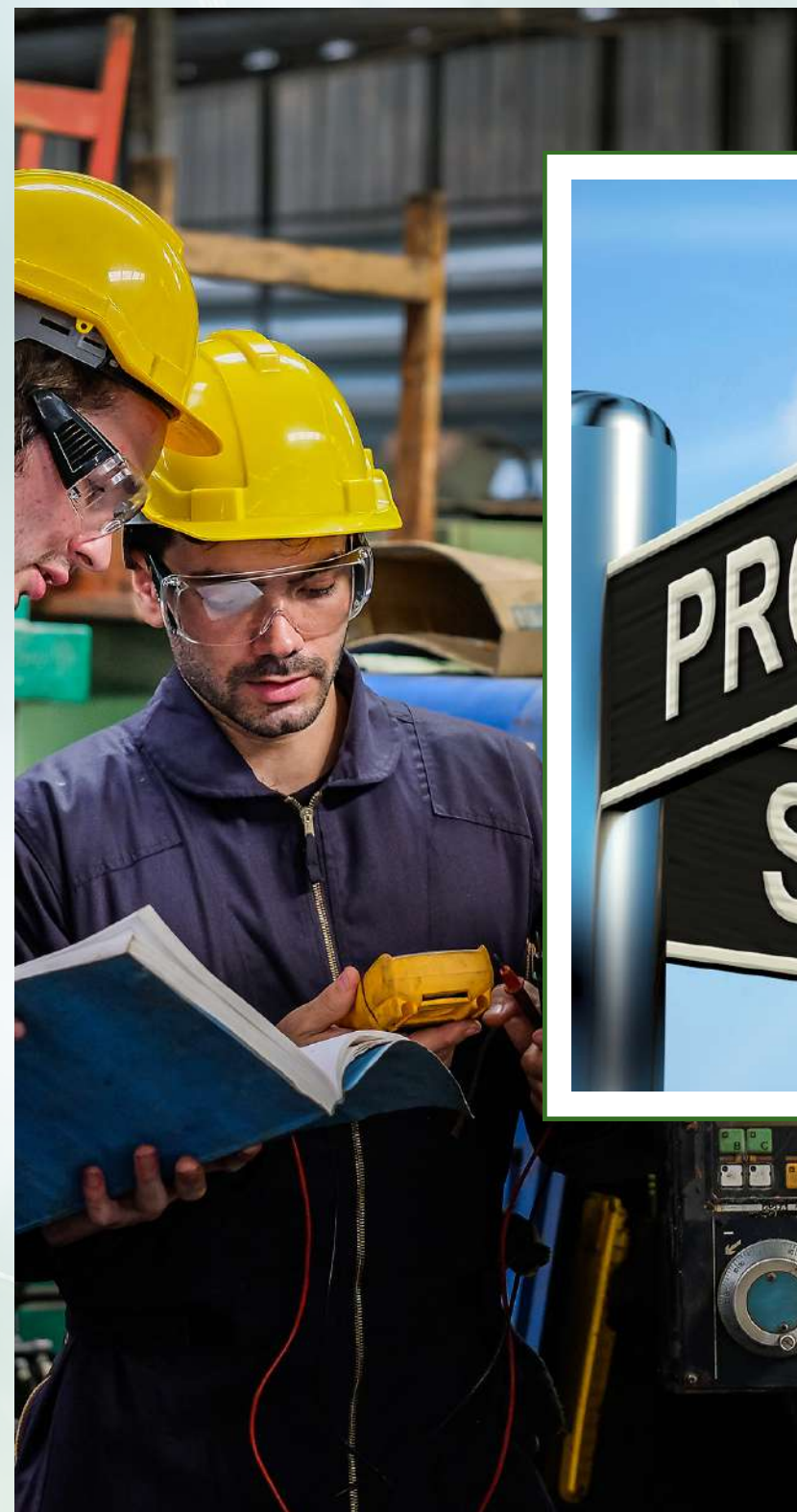
PRODUCT QUALITY & SERVICES

GRI 418-1, GRI 2-23

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

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.



DATA PRIVACY & CYBERSECURITY

GRI 418-1, GRI 2-23

Mideast Data Systems L.L.C. (MDS) is committed to protecting information assets, personal data, and digital infrastructure through an Information Security Management System (ISMS) supported by policies, procedures, employee awareness programs, and technical controls designed to safeguard the confidentiality, integrity, and availability of information. Information security governance is supported by regular risk assessments, internal audits, management oversight, and continual improvement processes.

MDS has established policies covering information security, information classification, clear desk and clear screen requirements, data retention, cybersecurity awareness, and privacy protection. Information is classified according to its sensitivity and business impact, with appropriate controls such as access restrictions, encryption, secure storage, and monitoring mechanisms applied to protect confidential and highly confidential information.

To enhance digital resilience and promote responsible technology use, all employees are required to complete annual training on Information Security Awareness, Responsible AI Usage, AI-Enabled Social Engineering Risks, Deepfake Awareness, and Advanced Anti-Phishing. These programs help employees recognize evolving cyber threats, safeguard data, and uphold the organization's security and compliance standards.

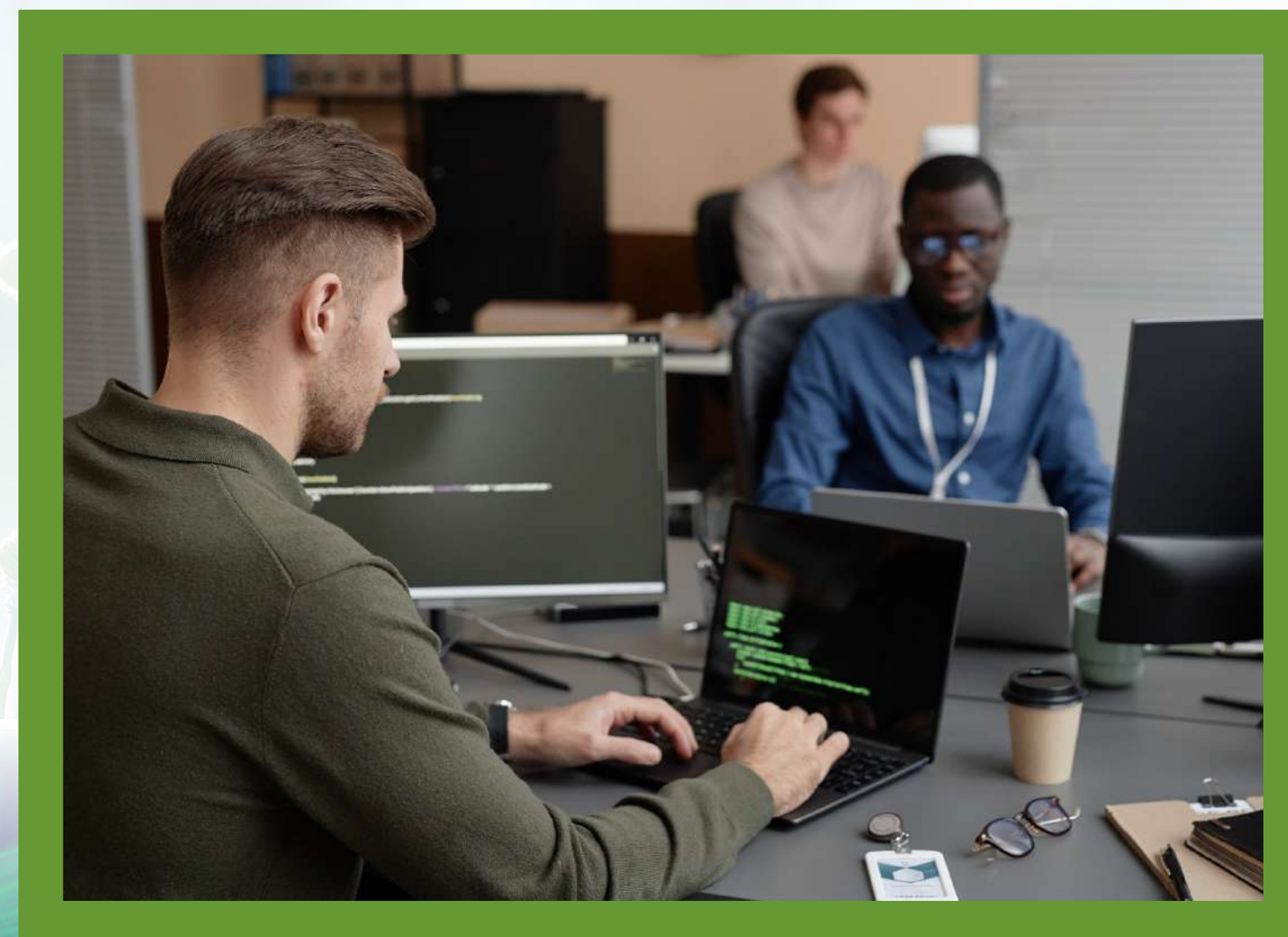


DATA PRIVACY & CYBERSECURITY

GRI 418-1, GRI 2-23

The organization follows the principles of the MIDIS Group Global Privacy Policy, ensuring the lawful, fair, and transparent processing of personal data. Procedures are in place to support data subject rights, including access, rectification, restriction, portability, objection, and erasure requests, as well as the management of privacy-related complaints and incidents. Personal data is retained only for defined business, legal, or regulatory purposes in accordance with documented retention and disposal requirements.

To strengthen cyber resilience, MDS implements controls including strong password requirements, endpoint protection, antivirus solutions, firewalls, encryption, secure remote access, backup management, incident response procedures, and restrictions on unauthorized software and removable media. The organization also conducts cybersecurity awareness training covering phishing, social engineering, ransomware, data protection, secure internet usage, and incident reporting, helping to build a strong security culture across the workforce.



04

Our Initiatives

MANGROVE TREE PLANTING INITIATIVE

GRI 305-5, GRI 413-1

In collaboration with Emirates Environmental Group, MDS planted 250 *Avicennia marina* mangrove trees at Mangrove Beach in Umm Al Quwain on April 22, 2025. Mangrove planting in the UAE delivers multiple environmental benefits, including climate change mitigation, coastal protection, and the enhancement of biodiversity. As natural carbon sinks, mangroves are highly effective at capturing and storing carbon dioxide, thereby reducing greenhouse gas concentrations, making them an effective nature-based solution in our fight against climate change.

The planted trees are expected to offset approximately 36.25 metric tons of CO₂ annually, while simultaneously contributing to ecosystem stability and shoreline resilience. The campaign is a crucial part of the country's goal of a greener UAE. Mideast Data Systems L.L.C participation in the campaign shows the level of the organization's commitment and understanding of the importance of reducing and offsetting carbon emissions in the environment, a key part of the UAE's vision of Carbon NET-ZERO by 2050.



EMPLOYEE HEALTH SCREENING

GRI 403-6

As part of its commitment to employee health, safety, and well-being, Mideast Data Systems L.L.C. organized an Annual Health Screening Program for employees during 2025. The initiative was designed to promote preventive healthcare, encourage early detection of potential health issues, and raise awareness of the importance of maintaining a healthy lifestyle.

The health screening was offered to employees on a voluntary basis, with a high level of participation across the organization. The program included a range of health assessments conducted by qualified healthcare professionals, including:

- Blood pressure screening
- Bone density assessment
- Eye examinations
- General health assessments and wellness checks

The initiative provided employees with valuable insights into their health status and encouraged proactive management of their well-being. Employees received guidance on maintaining healthy lifestyles and were advised to seek further medical consultation where necessary.



Photo Courtesy: MDS

TREE PLANTING INITIATIVE

GRI 305-5, GRI 413-1

Mideast Data Systems L.L.C. participated in the annual tree planting campaign organized by Emirates Environmental Group as part of its commitment to environmental conservation and community engagement. The initiative took place on 5 November 2025 at Al Shareea Women and Kids Park, in collaboration with the Department of Municipalities and Transport – Abu Dhabi City Municipality. MDS employees participated as volunteers in the planting of 2,102 Ghaf saplings, contributing to reforestation efforts, ecosystem restoration, and biodiversity enhancement within an urban setting. This activity created a positive environmental impact such as enhancement of urban biodiversity and habitat creation, contribution to climate change mitigation through carbon sequestration, support for sustainable urban development and improved air quality.



The initiative provided an opportunity for employees to actively engage in sustainability efforts, fostering environmental awareness and strengthening a culture of responsibility within the organization.



Photo Courtesy: MDS



GREEN RUN 2025

GRI 413-1

In February 2025, employees of Mideast Data Systems (MDS) participated in the Green Run UAE, a 5 km sustainability awareness event held at Dubai Investments Park and organized by Dubai Investments.

The initiative formed part of the organization's "Road to Sustainability" campaign and aimed to promote environmental awareness while encouraging healthy and active lifestyles among employees and the wider community.

This initiative reflects the organization's commitment to Corporate Social Responsibility and contributes to both environmental and social impact by enhancing awareness, strengthening employee engagement, and encouraging sustainable lifestyle practices.



PINK MOVEMBER

GRI 403-6, GRI 413-1

As part of its employee well-being program, the Mideast Data Systems L.L.C. Human Resources team organized the Pink Movember initiative in 2025, focusing on promoting physical activity and raising awareness of breast cancer. The initiative encouraged employees to actively participate in wellness activities, including group dance exercise sessions, aimed at enhancing physical movement, increasing overall activity levels, and supporting employee health.

Through this initiative, the organization observed increased participation in physical wellness activities, improved awareness of breast cancer and the importance of early detection, and the strengthening of a proactive, health-conscious workplace culture.



Photo Courtesy: MDS

UAE NATIONAL DAY CELEBRATION

GRI 413-1



Mideast Data Systems L.L.C. organized a UAE National Day celebration to commemorate the heritage, unity, and achievements of the United Arab Emirates. The initiative aimed to strengthen cultural awareness and foster a sense of belonging among employees, reflecting the organization's respect for national values and traditions.

Through this celebration, the organization enhanced employee engagement and team cohesion, promoted cultural awareness and inclusivity within the workplace, and reinforced alignment with national identity and values.

Appendix

GRI Content Index

1. General Disclosures

GRI Standard	Disclosure	Description	Location in Report
GRI 2: General Disclosures 2021	2-1	Organizational details	About the Report (pp. 2, 4)
GRI 2: General Disclosures 2021	2-2	Entities included in sustainability reporting	About the Report (p. 2)
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	About the Report (p. 2)
GRI 2: General Disclosures 2021	2-6	Activities, value chain and business relationships	About the Report (p. 4)
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing impacts	Sustainable Procurement (p. 35); Business Continuity (p. 38)
GRI 2: General Disclosures 2021	2-23	Policy commitments	Sustainable Procurement (pp. 33–36); Data Privacy & Cybersecurity (pp. 42–43); Diversity & Inclusion (pp. 31–32)
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Various governance sections
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Material Topics (pp. 7–8)
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	Not reported

2. Material Topics

GRI Standard	Disclosure	Description	Location in Report
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Material Topics (pp. 7–8)
GRI 3: Material Topics 2021	3-2	List of material topics	Material Topics (p. 8)
GRI 3: Material Topics 2021	3-3	Management of material topics	Environmental, Social and Governance sections

3. Environmental Standards

GRI Standard	Disclosure	Description	Location in Report
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Consumption Trends (p. 11)
GRI 302: Energy 2016	302-3	Energy intensity	Energy Management (pp. 10–14)
GRI 302: Energy 2016	302-4	Reduction of energy consumption	Energy Efficiency and Conservation (p. 13)
GRI 302: Energy 2016	302-5	Reductions in energy requirements of products and services	Not reported
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	GHG Management (pp. 16–18)
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	GHG Management (pp. 16, 19–20)
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	GHG Management (p. 21)
GRI 305: Emissions 2016	305-4	GHG emissions intensity	Scope 1 intensity per vehicle (p. 18)
GRI 305: Emissions 2016	305-5m/d	Reduction of GHG emissions	Renewable Energy Usage (p. 12); Net Zero commitment (p. 3)
GRI 306: Waste 2020	306-1	Waste generation and waste-related impacts	Waste Management Approach (pp. 22–23)
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Waste Management (pp. 22–23)
GRI 306: Waste 2020	306-3	Waste generated	Partially reported (pp. 23–24)
GRI 306: Waste 2020	306-4	Waste diverted from disposal	Recyclable Waste Collected (pp. 24–25)
GRI 306: Waste 2020	306-5	Waste directed to disposal	Not reported

4. Social Standards

GRI Standard	Disclosure	Description	Location in Report
GRI 403: Occupational Health & Safety 2018	403-1	OH&S management system	Employee Health & Safety (pp. 28–30)
GRI 403: Occupational Health & Safety 2018	403-2	Hazard identification, risk assessment and incident investigation	Employee Health & Safety (pp. 29–30)
GRI 403: Occupational Health & Safety 2018	403-4	Worker participation and consultation	Employee Health & Safety (p. 30)
GRI 403: Occupational Health & Safety 2018	403-5	Worker training on OH&S	Employee Health & Safety (p. 29)
GRI 403: Occupational Health & Safety 2018	403-6	Worker health promotion	Employee Health Screening (p. 46)
GRI 403: Occupational Health & Safety 2018	403-7	Prevention and mitigation of OH&S impacts directly linked to business relationships	Employee Health & Safety (pp. 28–30)
GRI 403: Occupational Health & Safety 2018	403-9	Work-related injuries	Not reported

GRI 403: Occupational Health & Safety 2018	403-10	Work-related ill health	Not reported
GRI 404: Training & Education 2016	404-1	Average hours of training per employee	Not reported
GRI 404: Training & Education 2016	404-2	Programs for upgrading employee skills	Employee Education & Trainings (p. 27)
GRI 404: Training & Education 2016	404-3	Performance and career development reviews	Diversity & Inclusion (pp. 31–32)
GRI 405: Diversity & Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity & Inclusion (pp. 31–32)
GRI 405: Diversity & Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration	Not reported
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Not reported
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria	Sustainable Procurement (pp. 34–35)
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria	Sustainable Procurement (pp. 34–35)

5. Governance/ Economic Standards

GRI Standard	Disclosure	Description	Location in Report
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy	Data Privacy & Cybersecurity (pp. 42–43) – no incidents reported
GRI 418: Customer Privacy 2016	418-1	Losses of customer data	Not reported