



الأغذية المتحدة
United Foods

SUSTAINABILITY
REPORT

2025

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ABOUT THIS REPORT ⁱ

We, the United Foods Company, present our sixth sustainability report, outlining our environmental, social, and governance performance for the 2025 reporting year. This report is intended to give stakeholders a clear understanding of the progress we have made, the challenges we continue to address, and the sustainability priorities that guide our operations. The information reflects internally verified data available at the time of preparation and demonstrates our ongoing commitment to transparency and responsible business practice.

SCOPE OF REPORTING

This report presents information on United Foods Company's activities and performance for the period from 1 January 2025 to 31 December 2025, unless otherwise indicated. The content covers all materials from business operations that were active during the reporting year, taking into account data availability and any stated limitations. All financial figures are expressed in United Arab Emirates Dirhams (AED), unless specified differently.

FRAMEWORKS AND STANDARDS

The structure and disclosures within this report are informed by established sustainability reporting practices. Our Environmental, Social, and Governance (ESG) performance has been prepared with reference to the Global Reporting Initiative (GRI) standards and the Dubai Financial Market (DFM) ESG reporting framework. These frameworks guide the selection of indicators, the presentation of data, and the alignment of our reporting with widely recognised expectations for transparency and accountability.

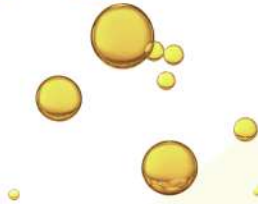
FORWARD-LOOKING STATEMENTS

Certain sections of this report discuss expected developments, planned initiatives, or anticipated future performance. These forward-looking statements reflect our current perspective and are based on information available at the time of reporting. They are subject to external factors and operational conditions that may cause actual outcomes to differ from those described. Such statements should be viewed in this context and are not intended as guarantees of future performance.





CHAIRMAN'S MESSAGE



Leadership Insights

United Foods is proud to contribute to the UAE's visionary path set by the government's strategic frameworks. Our governance, transparency, and operations are closely aligned with these national priorities, reflecting our dedication to being an active partner in building a sustainable future.

The UAE Vision 2071 guides us to think long-term and act responsibly in every aspect of our business. We are committed to maintaining the highest standards of corporate governance and ethical practices, strengthening trust with all our stakeholders.

The Dubai Clean Energy Strategy supports our efforts to reduce emissions over the long term and adopt renewable energy solutions. In 2025, our actions focused on strengthening renewable energy integration and energy efficiency initiatives, supporting alignment with the Strategy as operations expanded. We remain committed to expanding these initiatives over time. We also anchor our social responsibility within the UAE Agenda for Sustainable Development 2030, supporting inclusive growth, community wellbeing, and education, while ensuring compliance with robust food safety and quality standards.

At the same time, the UAE Circular Economy Policy encourages us to innovate in waste reduction and resource management, all of which are integral to our operations. We actively promote sustainable sourcing, recycling, and packaging solutions that reflect this commitment.

Finally, we view the UAE National Food Security Strategy as a shared mission. By ensuring reliable, safe, and nutritious food products, we support the nation's goal of food security leadership on the global stage. United Foods is positioned to lead responsibly and sustainably, staying true to the UAE's ambitious vision and fostering prosperity for today and future generations.

CEO'S MESSAGE

At United Foods, our vision for sustainability is deeply entwined with the UAE's ambitious national frameworks. We align our efforts with the UAE Vision 2071, which challenges us to look beyond short-term gains and build a resilient, inclusive future over the next five decades. This long-range outlook shapes our commitment to innovation, sustainability, and social responsibility.

Our pledge to reduce emissions and advance decarbonisation supports the UAE Net Zero 2050 Initiative. In 2025, our efforts focused on mitigating emissions growth through continued investment in solar energy and energy efficiency initiatives, even as operational activity expanded. To strengthen emissions management across the value chain, we have also begun planning initiatives to address Scope 3 emissions, with a focus on improving data availability, understanding value chain impacts, and identifying priority areas for future action. These steps support a progressive transition towards cleaner energy sources and alignment with national targets.

The UAE Agenda for Sustainable Development 2030 inspires our integration of health, wellbeing, and environmentally responsible practices into every product and process. We recognise our role in delivering safe, nutritious food while minimising environmental impact, contributing directly to sustainable consumption and production goals.

Furthermore, we are fully committed to the UAE Circular Economy Policy. We strive to reduce waste and responsibly manage resources, from raw materials to packaging, embracing circularity as a key driver of operational excellence.

The UAE National Food Security Strategy guides us in balancing innovation with food safety and accessibility, ensuring resilient supply chains and supporting the country's goal of becoming a leader in food security by 2051.

We see our role not only in fulfilling these frameworks but in leading by example, pioneering sustainable solutions that benefit our consumers, communities, and environment. Our commitment is to continuous improvement and transparent progress as part of the UAE's sustainable future.



2025 AT A GLANCE



Gross Revenue

AED 683 million

Gross profit

AED 97 million

Net profit

AED 29 million

Total assets

AED 459 million

Market capitalisation

AED 387 million

Health
& Safety

1.23 LTIFR

812,000 Working hours

0 fatalities



Total greenhouse gas emissions
(Scope 1 & 2)

14,208,731.31 kgCO₂e



Non-renewable
electricity
consumption



**6,984,154
kWh**



Solar power generation

2,923,293 kWh

Total water
consumption



**81,149,505
litres**



Reclaimed water
used

**32,155,559
litres**

Total workforce

515 employees



Training hours delivered

1,308 hours

ABOUT UNITED FOODS

United Foods Company, founded in 1976 as a public shareholding company in the United Arab Emirates, has a long history of growth and operational development. A key milestone was reached in 2006 when the company was listed on the Dubai Financial Market. In the same year, a manufacturing facility was established in Jebel Ali, which continues to serve as a major production site, while the company's corporate office and headquarters are now located in Al Quoz.

In 2019, we took another bold step by moving all manufacturing to the new facility, which now allows us to operate more efficiently while also enhancing our ability to respond to a rapidly developing and growing marketplace.

At United Foods, the quality and safety of food is our business rationale. Our advanced facilities, in addition to our capable and devoted teams, continually enable us to meet the highest standards in the industry. We operate under a certified quality management system that encompasses the entire organisation. We have implemented rigorous systems that support the entire value chain, from sourcing raw materials through to delivery of final products.

Our operations support the delivery of high-quality products while also integrating sustainability and accountability across people, environmental and economic considerations. Our commitment to sustainability reflects our focus on contributing to societal outcomes and creating long-term value.

Currently, United Foods Company proudly distributes its brand in the UAE, GCC countries, the Middle East, Asia, Europe, Africa, North America, and Australia. Our extensive distribution channels establish us as a leading supplier of oils and fats for both regional and export markets.

Our flagship brand, Aseel, is the UAE's most respected vegetable ghee and is recognised for its quality and consumer trust. In the margarine category, our Mumtaz and Nawar brands lead the UAE market share.

We also offer a range of other products, including pure corn oil, sunflower oil, vegetable oil, canola oil, tahina, and Spanish extra virgin olive oil and pomace olive oil. Additionally, we respond to changing consumer behaviour by distributing ice creams and frozen desserts sourced from exclusive international partners.



OUR PURPOSE AND VISION

Inspired by our strong commitment to quality, innovation, and sustainability, we are a reputable name in the food industry. Our mission is to provide safe, nutritious, and flavourful products that not only connect people but also enhance daily lives.

Staying true to our core values of integrity, excellence, innovation, and social responsibility, we continually strive to exceed our customers' expectations while fulfilling our responsibilities to society and the planet. Through innovative solutions and responsible practices, we aim to create a sustainable, positive impact across our operations, contributing to a better future for generations to come.

OUR MISSION

To be a leading food company in the region that offers quality food solutions to our customers while always being guided by our responsibility to society and the environment.



OUR VISION

To provide quality products to our consumers, products that are safe, nutritious, healthy, and full of flavour. We commit to obtaining utmost customer satisfaction at the most reasonable price.



OUR VALUES



We incorporate sustainability into our daily operations to minimise our environmental footprint and support positive social outcomes throughout our activities.

INTEGRITY

We remain committed to making every choice and action guided by honesty, fairness, and accountability.

EXCELLENCE

Enhancing what we deliver by continuously improving how we operate.

INNOVATION

Adopting innovative approaches to deliver sustainable value to our customers and stakeholders.

SOCIAL RESPONSIBILITY

Promoting community and environmental well-being through responsible everyday practices.

By following these principles, we align our operations with our sustainability goals,

fostering trust today and progress for tomorrow.

OUR BRANDS, PORTFOLIO AND VALUE CHAIN

Our brand portfolio and value chain describe the main components of how our products are developed, produced, and delivered. These components outline the organisational structure of our operations and the roles played across different stages of the business. By setting out the brands we manage, the categories in which we operate and the connections from procurement to consumer engagement, we aim to provide a clear and factual overview of our activities.

PORTFOLIO

- Ghee
- Edible Oils
- Butter & Margarine
- Culinary
- Ice Cream & Beverages



OUR BRANDS

Each of our brands offers a distinct range of products, all crafted with a strong focus on quality to meet the highest standards of excellence while consistently delivering value to our customers.

ASEEL

The flagship brand of United Foods Company, Aseel has been a market-leader in vegetable ghee; Available in pure ghee, olive oils, tahina, butter and cooking oils since the company's founding, commanding a dominant share in the UAE's ghee segment.

MUMTAZ

Represents dependable quality at a value-driven price point. Offering a wide range of vegetable oils, cooking oils, and table margarine, Mumtaz is designed to deliver reliability and affordability for everyday kitchen needs without compromising on quality.

NAWAR

A health-focused brand that promotes active and balanced lifestyles, Nawar offers sunflower oil and vegan spreadable margarine. It focuses on health-conscious and sustainable products, including the 100% vegan Nawar Light Spreadable in biodegradable packaging, reflecting the growing demand for eco-friendly choices.

SAFI

Safi offers high-quality corn oil known for its purity and light texture, making it ideal for everyday cooking needs.

SUPERSUN

A carefully blended mix of oils developed to support balanced cooking and frying needs. It contains no trans fats or cholesterol and is enriched with vitamins A and D3, making it suitable for everyday meal preparation.

VALUE CHAIN

The value chain of United Foods Company reflects the full set of activities that support how we source, produce, and deliver our products. Each stage carries its own responsibilities and contributes to the overall quality and reliability of our operations. By understanding these stages in detail, we are able to maintain consistency across our business and ensure that our practices remain aligned with our long-term objectives and stakeholder expectations.

PROCUREMENT

We think building stronger partnerships in the communities in which we operate creates enduring value. In 2025, we have continued to make meaningful investments into the communities and suppliers nearest to our operations, building upon years of working collaboratively together for shared growth and success. Our process is driven by strict supplier evaluations that are focused on expanding the quality of the partnerships we form - focusing on steadfast delivery and environmental and ethical stewardship.

These thorough evaluations help to maintain and uphold the standards that we value while also ensuring that our supply chain holds the trust of our customer base. As a certified member of the Roundtable on Sustainable Palm Oil (RSPO) Supply Chain, we have infused sustainability into the core of our procurement philosophy. This certification also represents a commitment to compliance; it is a commitment to sourcing responsibly and transparently, both protecting the environmental integrity while also protecting the social integrity of our value chain.

MANUFACTURING

We operate through lean and efficient processes supported by advanced technology and robust quality management systems. Certified under the FSSC, ISO, and HACCP standards, our operations adhere to recognised food safety and quality protocols. We continually review and enhance our processes to maintain consistency, compliance, and ongoing improvement in food manufacturing practices.

SALES & DISTRIBUTION

We have a global presence in more than 75 countries on five continents, all of which are made possible by a large distribution network. We use modern digital delivery methods and advanced supply chain systems to satisfy the needs of our retail partners and customers all around the world.

OUR PEOPLE

We have a staff of 515 employees whose unique set of skills and commitment to the position are the driving forces behind the operation of the company. We encourage professional growth through the implementation of learning structures and inclusive practices that are applicable to the workplace.

CONSUMER ENGAGEMENT

We are committed to providing safe, high-quality food and beverage products to customers worldwide. Our approach centres on building trust through consistent service and transparent operations. Careful management of the supply chain ensures reliability and compliance with recognised quality and safety standards, reflecting our belief in food as a source of connection and community.



SUSTAINABILITY AT UNITED FOODS

VISION AND STRATEGY

Our sustainability ambition is centred on four strategic pillars that guide how we operate, create value and respond to stakeholder expectations. These pillars reflect the issues most material to our business and support national and global sustainability priorities.

1. RESILIENT BUSINESS

We aim to run our operations in a way that is clear, responsible and well-governed. This includes maintaining high standards of ethics, protecting data, and managing our supply chain with care.

- Ownership and control
- Transparency and business ethics
- Privacy and data security
- Supply chain management

2. QUALITY PRODUCTS AND A HEALTHY SOCIETY

Product safety and quality remain central to how we operate. We continue to improve our products and ensure that our marketing practices are responsible and aligned with customer expectations.

- Innovation and product quality
- Product safety and health
- Responsible marketing

3. EMPOWERED COMMUNITIES

We aim to provide a supportive and inclusive environment for our employees and engage constructively with the communities around us. Developing skills, promoting diversity and maintaining safe workplaces are key parts of this effort.

- Employee diversity and development
- Occupational health and safety
- Community engagement

4. CIRCULAR ECONOMY AND ENVIRONMENTAL RESPONSIBILITY

Managing resources carefully remains a priority. We continue to focus on reducing emissions, improving energy use, and handling water and waste more efficiently. This work supports wider national goals linked to circular economy efforts.

- Energy management and emissions
- Product carbon footprint
- Sourcing and materials
- Water and wastewater management
- Waste management



MATERIALITY ASSESSMENT

Stakeholders	Engagement	Needs and Expectations
Consumers	Digital engagement, Community activities, Satisfaction surveys, Food fairs	Access to high-quality, sustainable products, Effective customer channels, Exceptional service
Our people	Training sessions, Policy briefings, Certification programs	Career development, Inclusive and safe work environment, Recognition and rewards
Shareholders and Investors	Financial reports, Board meetings, E-services	Financial stability, ESG integration, Market leadership
Communities	Charitable donations, Welfare campaigns	Community well-being, Active social partnership, Affordable activities
Government and Regulators	Audits, Compliance systems	Adherence to national visions, Legal compliance, Stakeholder protection
Partners	Feedback mechanisms, Procurement processes	Open engagement, Equitable treatment, Prompt payments

For the 2025 reporting cycle, we did not conduct a new materiality assessment. Instead, we continued to rely on the outcomes of previous assessments, which still reflect the core topics that influence our operations and remain relevant to our stakeholders. These topics have continued to guide our sustainability planning, day-to-day practices and reporting structures throughout the year.

The decision not to update the assessment was based on the stability of our business activities and the consistency of stakeholder expectations during the period. As our operations evolve, we will review the need for a revised assessment to ensure that our sustainability priorities remain aligned with issues that carry significance for our organisation and the wider community.



GOVERNANCE

FINANCIAL AND OPERATIONAL
PERFORMANCE

GOVERNANCE, ETHICS, AND
TRANSPARENCY

BOARD OVERSIGHT OF ESG

DATA SECURITY AND PRIVACY

RESPONSIBLE BUSINESS
PRACTICES ACROSS THE SUPPLY
CHAIN



FINANCIAL AND OPERATIONAL PERFORMANCE

At United Foods, our financial and operational performance reflects our steadfast commitment to sustainable growth, resilience, and value creation for all stakeholders. In 2025, we further strengthened our financial position through disciplined management and strategic initiatives aimed at operational excellence and sustainability integration.

FINANCIAL STRATEGY AND PERFORMANCE

Our financial strategy balances consistent growth with responsible business practices. We assess performance through both financial results and the broader outcomes that support the organisation's stability and long-term resilience.



STRONG GROWTH

In 2025, total assets increased by 4.55% to AED 459 million, up from AED 439 million in 2024, indicating steady growth over the reporting period.

REVENUE INCREASE

Total revenue rose to AED 683 million, a growth from AED 602 the previous year, driven by successful market expansion and enhanced product offerings.

PROFITABILITY

Gross profit stood at AED 97 million, compared with AED 100 million in the previous year, reflecting stable operational performance amid cost and market pressures. Net profit after tax stood at AED 29 million, indicating continued bottom-line resilience.

EXPENSE MANAGEMENT

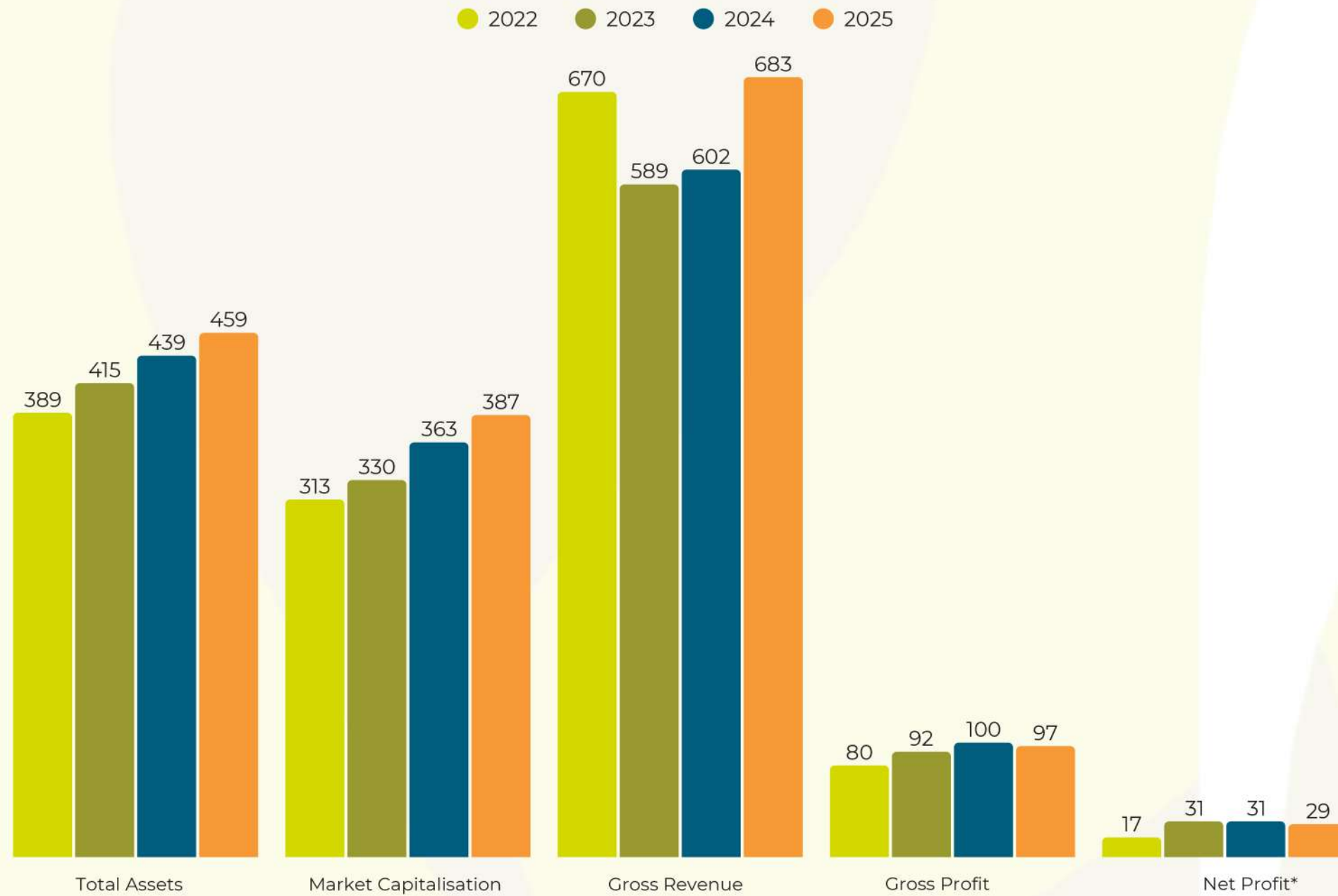
Operational expenses, including production and delivery costs, were carefully controlled, ensuring that profitability gains translated into sustainable business resilience.

CONSISTENT DIVIDEND

We delivered consistent dividend payouts, which reflects our commitment to shareholder value and financial stability.



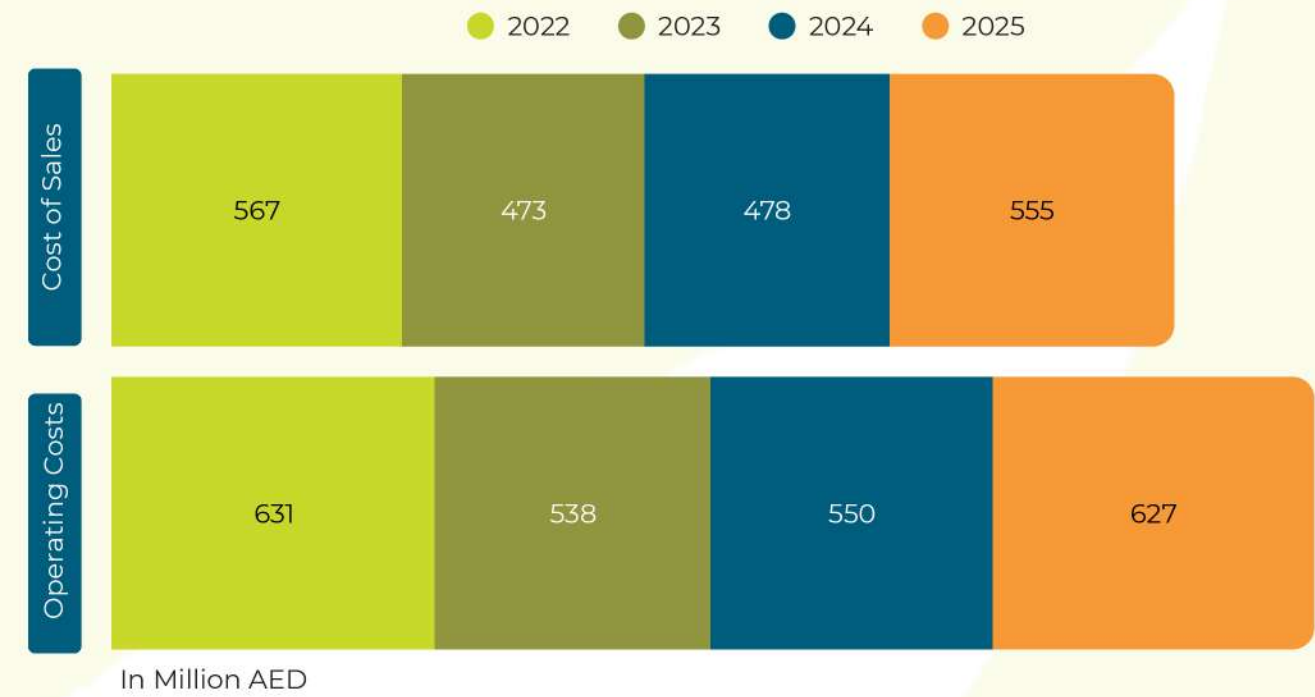
FINANCIAL PERFORMANCE AT A GLANCE (AED MILLIONS)



* Net Profit After Tax (NPAT)

AED 97 M
GROSS PROFIT

AED 29 M
NET PROFIT



MANAGING COMMODITY VOLATILITY AND GROWTH

The food and beverage sector is subject to commodity price fluctuations, which present ongoing challenges. United Foods adopts a proactive approach to mitigate these risks

COST CONTROL AND SIMPLIFICATION

We focus on operational simplification and efficiency to reduce the financial impact of commodity price volatility.

FLEXIBLE PRICING

Our adaptive pricing strategies ensure competitiveness in fluctuating markets, balancing profitability with customer retention.

STRATEGIC DIVERSIFICATION

We continue to diversify our portfolio with higher-value products, gradually reducing reliance on commodity-intensive segments. This shift is evident as manufacturing revenues represent 92% of total sales but with a steady move towards value added products.

DRIVING BUSINESS EXCELLENCE THROUGH INNOVATION AND EFFICIENCY

Innovation and operational efficiency are pillars of our financial resilience and sustainable growth

AUTOMATION INITIATIVES

In 2025, we accelerated business process automation, enhancing key functions like purchase orders, sales force automation, public relations, and human resources. These changes improved collaboration, reduced workload, and accelerated decision-making.

ENERGY EFFICIENCY

Investment in energy-saving technologies and infrastructure contributed to reduced operational costs and environmental impact, aligning with our sustainability goals.

KPIS AND COMPLIANCE

We employ rigorous performance indicators to monitor legal compliance, risk management, and operational effectiveness. Quarterly financial reviews by senior leadership maintain high standards of transparency and accountability.

REGULATORY ADHERENCE

Timely submissions of all regulatory reports, including VAT to the Federal Tax Authority, reflect our dedication to ethical and legal compliance.

As we advance into 2026, our focus remains on further strengthening financial resilience while deepening sustainability integration. We will continue to invest in digital transformation, supply chain optimisation, and sustainable practices.

This approach ensures balanced growth that delivers lasting value to shareholders and stakeholders alike. Our ongoing strategy prioritises innovation, operational excellence, and the responsible stewardship of resources to meet the evolving demands of the market and the communities we serve.



GOVERNANCE, ETHICS AND TRANSPARENCY

At United Foods, strong corporate governance underpins our commitment to sustainable business practices. Our approach is built on transparency, fairness, accountability, and ethical conduct. We adhere strictly to the Chairman of the Authority's Board of Directors Decision No. 03/R.M of 2020, and amendments, ensuring our governance framework meets and exceeds regulatory expectations.

We maintain high standards in every aspect of our operations, from board oversight to committee functions, upholding trust and delivering value to all stakeholders.

OWNERSHIP STRUCTURE AND TRANSACTIONS

United Foods is a public joint stock company listed on the Dubai Financial Market. Our ownership structure represents diverse stakeholders, including Board members and executive management, ensuring broad representation and balanced decision making.

BOARD OF DIRECTORS

Our Board of Directors guides United Foods' strategic direction and long-term vision. The Board brings together experienced professionals from diverse backgrounds, enabling balanced, well-informed decision-making.

Their independence and integrity protect shareholder and stakeholder interests while fostering accountability and value creation.

BOARD COMPOSITION AND DIVERSITY

The Board remains committed to advancing diversity and inclusion in full alignment with Securities and Commodities Authority guidelines. Gender representation has been consistent since 2024, with one female member alongside eight male members. The number of independent members has been reduced from seven to five to reflect the implementation of SCA term limits established in 2020, which cap membership independence at four terms.

Board of Directors	Unit	2022	2023	2024	2025
Number of members	Number	9	9	9	9
Number of independent members	Number	7	7	5	5
Executive members of the Board of Directors	%	1	1	1	1
Number of female members	Number	0	1	1	1
Number of male members	Number	9	8	8	8

BOARD CHANGES IN 2025

Mr Mohamed Abdelaziz Ali Abdalla Al Owais resigned as Executive Director.

Mr Mohamed Itani was appointed as the new Chief Executive Officer, bringing renewed business focus and further expansion plans.

Name	Position
Mohamed Itani	Chief Executive Officer
Ali Bin Humaid Ali Abdulla Al Owais	Chairman of the Board of Directors
Mohamed Salim Rashid Abdalla Al Owais	Vice Chairman of the Board of Directors
Ahmed Abdulla Sultan Abdulla Al Owais	Board Member
Abdullah Mohamed Rashid Alhuraiz	Board Member
Ahmed Ali Ahmed Salim Al Owais	Board Member
Alya Hussain Ahmad Mohammad Alzarouni	Board Member
Dr Hashem Salem Hashem Salem Eldash	Board Member
Abdullah Sultan Omran Salem Al Owais	Board Member

KEY BOARD RESPONSIBILITIES

- Setting organisational goals and monitoring performance to ensure progress and accountability.
- Guiding leadership transitions to maintain effective management continuity.
- Reviewing and approving financial decisions, investments, and significant business transactions.
- Upholding compliance with all relevant laws and regulations to safeguard organisational integrity.



GOVERNANCE COMMITTEES

United Foods has established specialised committees to strengthen governance, transparency, and accountability. Committee membership and functions remain unchanged from 2024.



AUDIT COMMITTEE

CHAIRPERSON

Mr Abdullah Mohamed Rashid Alhuraiz

The Audit Committee oversees financial performance, internal controls, and risk management. It collaborates with external auditors to ensure fiscal transparency and briefs the Board regularly, enabling informed strategic decisions and regulatory compliance.

NOMINATIONS AND REMUNERATION COMMITTEE

CHAIRPERSON

Dr Hashem Salem Hashem Salem Eldash

This committee guides leadership selection, compensation, and succession planning. It establishes fair remuneration packages aligned with industry standards and Company performance, fostering a culture of excellence.

MONITORING AND SUPERVISING INTERNAL BODY

CHAIRPERSON

Mohamed Shawky

The Insider Transactions and Registry Committee manage securities trading by board members and employees. It prevents misuse of confidential information, maintains transparency, and reports insider transactions to appropriate authorities, fostering trust and ethical behaviour.

INVESTMENT COMMITTEE

CHAIRPERSON

Ms Alya Hussain Ahmad Mohammad Alzarouni

The Investment Committee manages investment decisions and oversees risk management processes. United Foods does not have a separate Risk Committee; risk management is handled jointly by the Audit Committee and Investment Committee.

COMMITMENTS AND POLICIES

United Foods strengthened governance practices throughout 2025 through systematic policy framework updates, enhanced communication channels, rigorous compliance monitoring, and comprehensive training programmes. These measures maintain alignment with regulatory requirements and internal standards across operations, while the Board provides oversight through structured reviews addressing emerging risks. Clear procedures on conflicts of interest, ethical behaviour expectations, and measures supporting fairness, transparency, and compliance provide the framework through which the company manages governance, integrity, and ethical practice. Annual policy refreshers and whistleblowing channels further reinforce accountability. Regular employee briefings ensure consistent understanding of responsibilities across all levels.

POLICY COMMUNICATION

All policies are communicated to employees regularly through internal systems, including the company intranet, email updates, and during onboarding sessions for new hires. Departmental briefings and annual refreshers ensure ongoing awareness. The Board reviews and approves all policies every three years.

COMPLIANCE RECORD

In 2025, United Foods recorded zero instances of regulatory non-compliance across all operations, covering environmental regulations, food safety standards, labour laws, and corporate reporting obligations. This outcome reflects consistent adherence to applicable standards

CONFLICT OF INTEREST POLICY

United Foods upholds honesty and fairness through a strict Conflict of Interest Policy. Board members and employees annually declare company shares and external roles. Investments are subject to clear regulations and approval processes, ensuring responsible practices. Board remuneration is tied to net profit, capped at 10%, with additional payments granted for exceptional responsibilities.

DIVERSITY AND ETHICS POLICY

We provide an environment where everyone is valued and given equal opportunities. Our principles are founded on fairness and transparency, enabling responsible and ethical operations.

ANTI-CORRUPTION AND BUSINESS ETHICS TRAINING

Targeted training programmes address corruption and promote ethical business practices. These sessions ensure employees understand their ethical responsibilities and compliance obligations.

WHISTLEBLOWING POLICY

United Foods has established a whistleblowing policy to provide a formal mechanism for raising concerns about unethical behaviour, misconduct, or breaches of internal policies. The policy supports transparency and accountability and applies across the organisation and its business relationships. The whistleblowing mechanism is available to:

- Employees and former employees
- Suppliers, contractors, and other business partners

Concerns that may be reported under the policy include, but are not limited to:

- Fraud, corruption, or bribery
- Harassment, discrimination, or abuse of authority
- Misuse of company assets
- Violations of applicable laws or regulations
- Breaches of the Code of Ethics or internal policies

Reports can be submitted through a secure and confidential channel that allows individuals to choose whether to remain anonymous. The policy includes safeguards to protect individuals who raise concerns in good faith from retaliation and ensures that reports are handled with appropriate confidentiality

Concerns may be raised via:

- A dedicated online reporting platform
- Email: unitedfoods@ethics.email

All reports received through the whistleblowing mechanism are reviewed and addressed through established internal processes, in line with applicable legal and regulatory requirements.

COMMITMENT TO ETHICAL STANDARDS

United Foods is dedicated to integrity, transparency, and accountability. Ethical behaviour guides decisions at all levels. Through our Ethics and Compliance Framework, we ensure legal adherence whilst fostering fairness, honesty, and respect in stakeholder relationships.

We maintain strong corporate governance standards, with full compliance across economic, environmental, labour, and safety regulations. Our record remains free of wrongdoing or ethical breaches.

DISCLOSURE AND COMMUNICATION STRATEGY

United Foods prioritises open communication and clear disclosures. We publish important information responsibly, fulfilling regulatory requirements whilst fostering long-term trust. Our Annual General Meetings provide direct interaction with shareholders.

ANNUAL GENERAL MEETING 2025

Held on 28 April 2025
Attendance

60.89%

AGMs are conducted before the end of April each year, providing shareholders with clarity on financial results, operational achievements, and strategic goals.

EXTERNAL AUDITORS

United Foods works with external auditors who thoroughly examine financial records and internal processes. These audits confirm the accuracy of financial data and reinforce stakeholder confidence in our accountability and transparency.



0 Zero non-compliance with regulatory requirements

0 Zero cases of bribery and corruption

0 Zero grievances related to human rights abuses or ethical misconduct

BOARD OVERSIGHT OF ESG

In 2025, United Foods continued to anchor its efforts around the ambitions set out in our sustainability strategy, with clear direction from our Board of Directors and senior management. Our governance framework ensures that key policies, core processes and day to day operations reflect our commitments, supported by regular reviews of critical performance indicators to keep progress aligned with our strategic priorities.

Our Sustainability Committee, formed in 2022, brings together internal leaders who are well placed to embed sustainable practices across the organisation. By setting defined responsibilities and measurable objectives for each function, the committee strengthens a culture where every team member is expected to contribute to our sustainability agenda.

During 2026, the committee will continue to deliver focused training programmes, refine our sustainability framework and align our initiatives with the UAE's national strategies and long-term vision, as well as relevant international frameworks. These actions support a more integrated and forward-looking approach, helping to ensure our activities contribute meaningfully to wider national and global priorities.

Looking ahead, we will further refine our near and long-term sustainability goals and metrics, including our pathway towards reducing greenhouse gas emissions in line with the UAE's Net Zero commitments, while being careful not to overstate future performance. By doing so, we aim to manage our environmental footprint responsibly and create lasting value for stakeholders through transparent governance, practical collaboration and a consistent focus on measurable outcomes.

DATA SECURITY AND PRIVACY

United Foods places the highest priority on data security, privacy, and digital innovation as core aspects of our business resilience. Our Information Technology Department leads ongoing efforts to ensure that all sensitive data, including personal and financial information, is properly safeguarded with robust digital infrastructure and industry best practices.

In 2025, we continued our journey by moving all operational systems to Amazon Web Services (AWS), reinforcing our cyber resilience while increasing energy efficiency. Our IT team played a pivotal role in implementing advanced cybersecurity measures, such as multi-factor authentication, regular system monitoring, and rapid-response protocols to address emerging digital risks. As a result, there were no recorded data privacy breaches, and we maintained compliance with all applicable privacy laws and regulations.

Throughout the year, we expanded business process automation and digital workflows, including sales force automation and route optimisation, significantly enhancing operational efficiency and reducing paper consumption.

ONGOING AND FUTURE INITIATIVES

In 2025, we further advanced our data protection culture through sustained employee education. Awareness programmes on cybersecurity and privacy best practices were delivered via internal email campaigns, ensuring that all staff understand their responsibilities and the latest protocols.

OUR DIGITAL TRANSFORMATION PROGRAMME WILL CONTINUE THROUGH

- Additional automation of core business operations,
- Upgrades to network security infrastructure,
- Regular privacy training and phishing awareness sessions.

We recognise the evolving landscape of data security. As United Foods grows, our commitment remains steadfast: to protect information assets, assure customers and partners, and maintain the highest standards of trust and transparency in all digital operations.



RESPONSIBLE BUSINESS PRACTICES ACROSS THE SUPPLY CHAIN

In 2025, United Foods continued to strengthen its approach to a responsible supply chain. Our focus remains on improving resource efficiency, managing emissions and waste, and enhancing product stewardship across our operations and logistics.

FACILITY EXPANSION, ENERGY USE AND CENTRALISATION

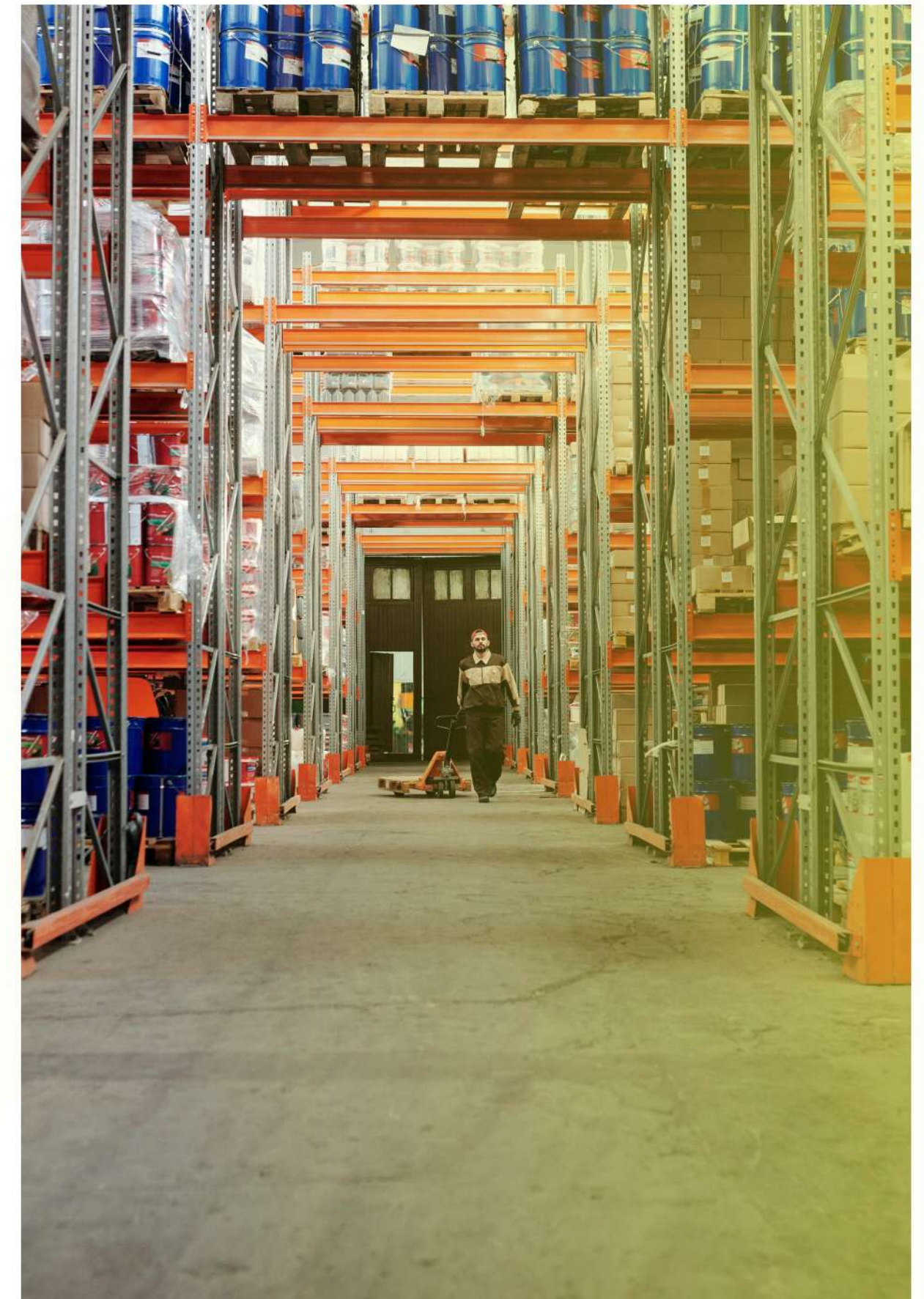
During 2025, two new plants were commissioned within the existing site, alongside internal expansion and additional warehouse cooling capacity. This led to an increase in absolute electricity consumption, although electricity use per metric tonne of production improved, reflecting better energy performance at the product level.

LOGISTICS EFFICIENCY AND SOLAR ENERGY

Route optimisation measures introduced in previous years continued throughout 2025, enabling higher delivery volumes with lower diesel consumption. This has supported a reduction in our logistics related carbon footprint per unit delivered and provides a platform for further efficiency gains in 2026.

PACKAGING

In 2025, production of biodegradable PET bottles commenced, providing packaging that can be both recycled within existing systems and degraded over time under appropriate conditions. Data on volumes and material composition will be included once validated, supporting transparent disclosure of this packaging development.



PLANET

ENERGY MANAGEMENT

EMISSIONS PROFILE

WATER STEWARDSHIP
AND WASTEWATER
EFFICIENCY

CIRCULARITY AND
WASTE REDUCTION

COMPLIANCE AND
CERTIFICATION
ACHIEVEMENTS



OUR ENVIRONMENTAL JOURNEY

Our environmental work in 2025 focused on managing energy use, reducing emissions and improving the efficiency of our water and waste systems. Expansion across our operations required higher resource demand, but this was balanced through continued reliance on renewable energy, updated equipment and strengthened monitoring processes. We also made progress in wastewater treatment, waste handling and responsible sourcing, supported by established partnerships and recognised standards.

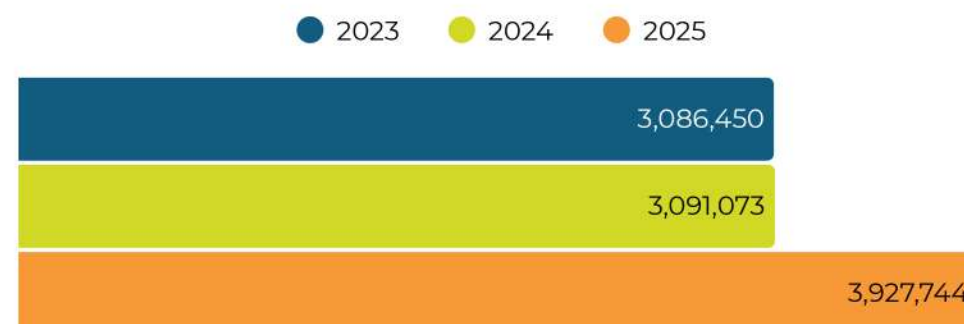
ENERGY MANAGEMENT

Energy use, transport efficiency and equipment performance continued to shape our environmental profile during the year. Across these areas, our work was informed by the Environmental Impact Assessment completed under Dubai Municipality requirements, which remained the main reference point for planning and oversight.

The solar plant at Jebel Ali played a central role in our electricity supply. The two-megawatt system, operated by Yellow Door Energy, has now reached a stage where its output forms a stable part of our baseline energy needs. In 2025, it provided close to 30% of the factory's electricity consumption, even as production grew and placed additional pressure on demand.

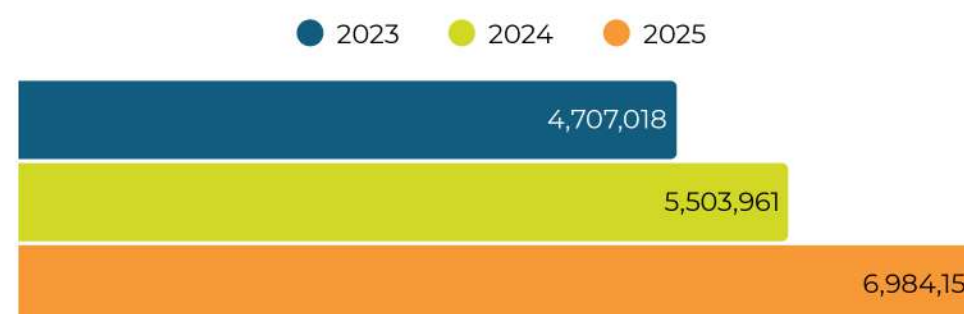
Transport activity followed a different trend. Higher sales volume resulted in more product movement, but the improvements made to route planning produced a counteracting effect. Although volume increased by 13%, the fleet covered 1% fewer kilometres. This translated into a 3% reduction in fuel use, while the number of trips rose moderately at 4%.

Total Diesel Consumption (In Litres)



*2023 and 2024 diesel consumption data has been restated.

Non Renewable Electricity Consumption (In kWh)



*2023 and 2024 non renewable electricity data has been restated.

PLAN FOR 2026

Energy Centralisation Scheme:
An energy centralisation project is scheduled for 2026. The initiative aims to optimise the energy consumption of the refrigeration system and eliminate wastage, leading to both cost savings and energy efficiency improvements.

Operational equipment was also an area of focus during 2025. Capital expenditure budgets for replacing older, energy-intensive units were approved during the year, with implementation planned for 2026. In parallel, energy monitoring systems continued to provide visibility across operations, enabling improved tracking, timely adjustments, and stronger control over consumption patterns.

Energy use across the organisation continued to shift as operations expanded during 2025, with changes observed in the fuel use profile across stationary and mobile sources. Stationary diesel consumption increased, rising from 2,087,037 litres in 2024 to 2,941,729 litres in 2025, reflecting higher operational requirements. Mobile diesel consumption declined marginally, decreasing to 986,015 litres from 1,004,036 litres in the previous year. These changes reflect operational adjustments across sites alongside improvements in fleet efficiency.

Two new plants were added within the existing facility, along with internal expansion and increased cooling capacity for the warehouses, which contributed to a rise in overall electricity demand. As production levels grew, total non renewable electricity consumption increased to 6,984,154 kilowatt hours. This higher requirement was expected given the additional capacity, and its impact was partly moderated by the continued contribution of renewable energy.

Solar generation remained a central part of the energy mix. Output reached 2,923,294 kilowatt hours in 2025, representing a 8.87% increase on the previous year. This growth allowed a substantial portion of the additional electricity needs to be met through renewable sources, supporting efforts to limit the environmental impact associated with the scale up of operations.

EMISSIONS PROFILE

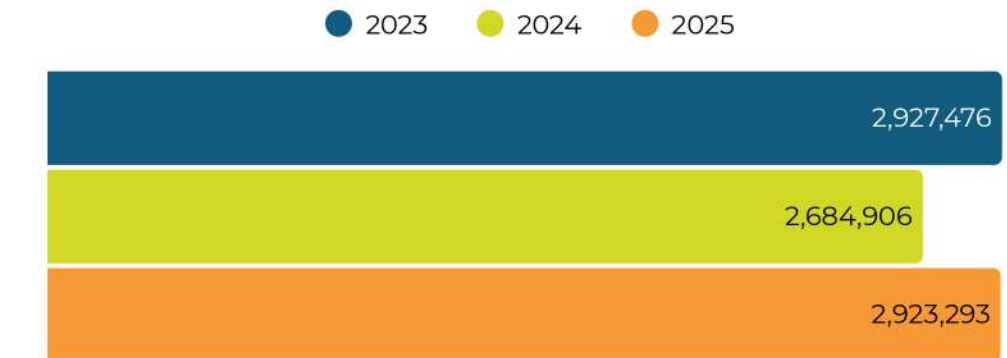
Our overall emissions profile in 2025 reflected a combination of operational changes and efficiency measures implemented in earlier years. Total emissions for the year reached 14,208,731.31 kgCO₂e, compared with 11,185,048.45 kgCO₂e in 2024, reflecting an increase associated with expanded operational activity. Ongoing efficiency initiatives continue to play a role in moderating emissions intensity as operations scale.

While absolute emissions increased, long-term efficiency investments have helped limit the extent of this increase. The solar power infrastructure commissioned in 2021 continues to reduce reliance on non-renewable electricity, while the Effluent Treatment Plant (ETP) using a Reverse Osmosis (RO) system, introduced in 2023, supports more efficient water reuse and associated energy optimisation across operations.

When examining individual emission categories, the distinction between direct emissions reported as Scope 1 and electricity-related emissions reported as Scope 2 becomes clearer. Direct emissions (Scope 1) increased to 11,429,736 kgCO₂e in 2025, compared with 8,995,022 kgCO₂e in 2024, reflecting higher fuel-related operational activity during the year, while electricity-related emissions (Scope 2) also rose to 2,778,995 kgCO₂e from 2,190,026 kgCO₂e in the previous year.

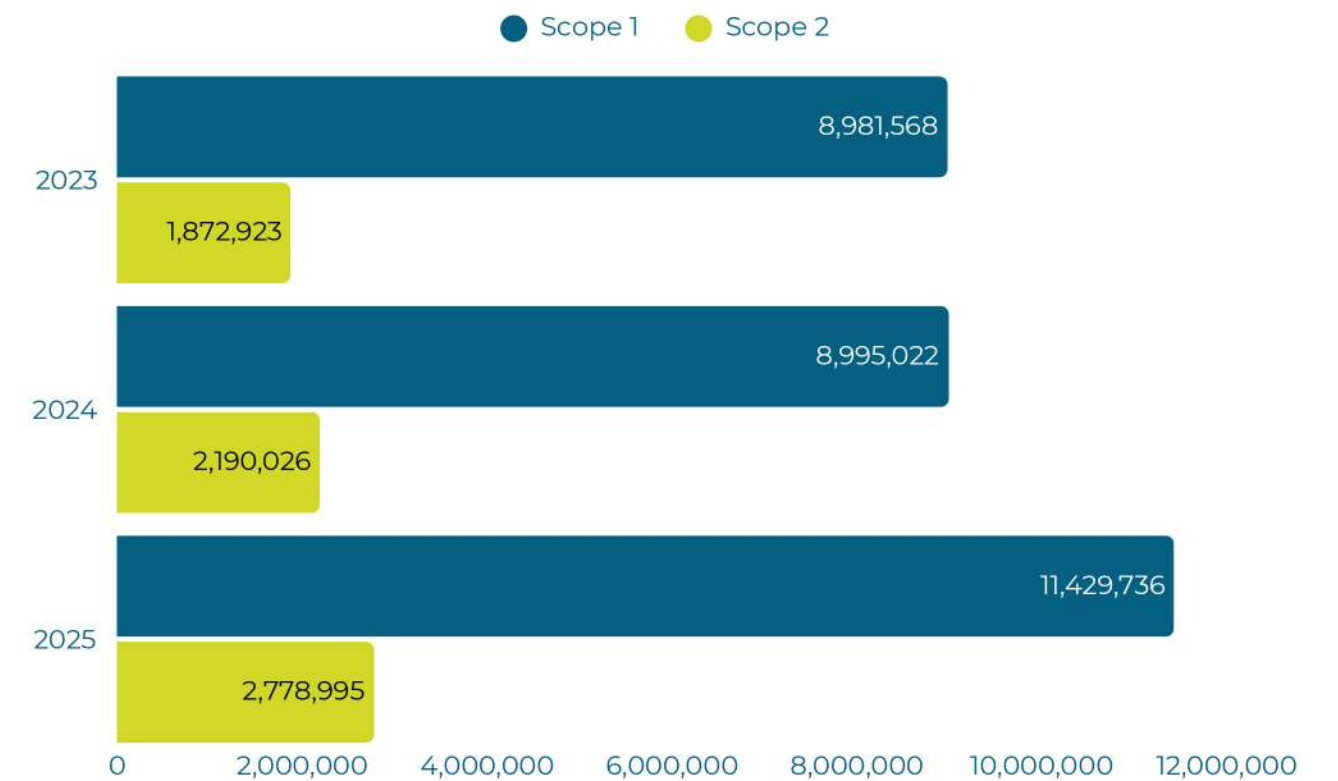
While emissions increased across both scopes in 2025, ongoing investments in energy efficiency and renewable energy systems continue to play an important role in moderating emissions growth and supporting improved emissions intensity as production activities expand.

Solar Power Generation (kWh)



**2024 solar power generation data has been restated*

Emissions by scope in Kgco2e



**2023 and 2024 emissions data has been restated.*

WATER STEWARDSHIP AND WASTEWATER EFFICIENCY

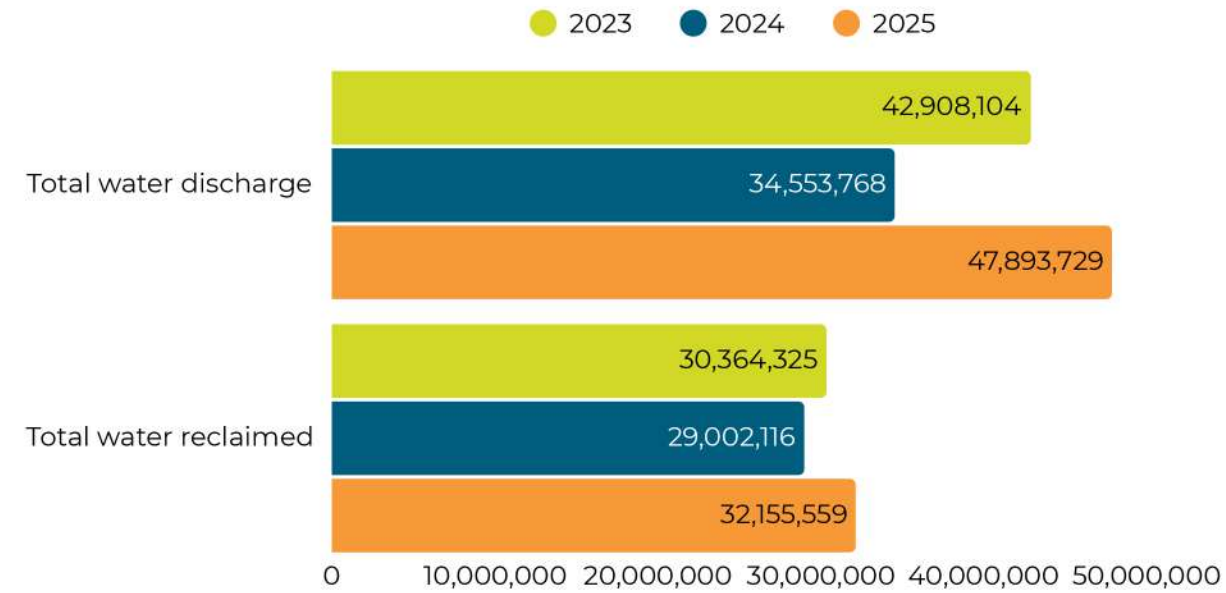
Operating in a region where water availability is naturally limited places an extra responsibility on us to manage this resource with care. We approach water use with this context in mind, integrating measures that support responsible consumption and reduce unnecessary demand across our facilities.

Our focus is on systems and practices that lower the pressure on local water supplies while maintaining the operational standards required for product quality and safety. Through this approach, we aim to contribute to long-term resource protection and ensure that our activities remain aligned with the expectations of our customers and the wider community.

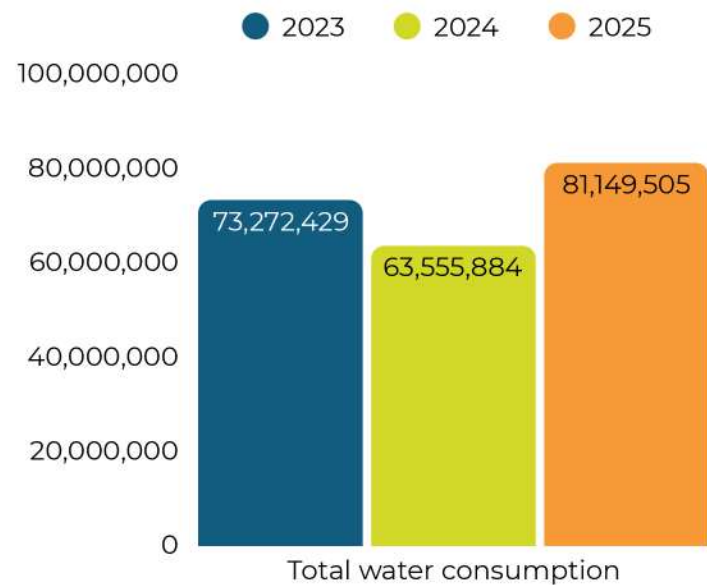
Water use across our operations increased in 2025, reflecting higher production volumes and operational requirements. Total water consumption reached 81,149,505 litres, compared with 63,555,884 litres in 2024. Despite the increase in absolute consumption, measures to improve process control and water management continued, supporting more efficient use across operations. Discharged water declined to 47,893,729 litres, accounting for approximately 59% of total consumption.

Reclaimed water remained a substantive component of our resource mix, with 32,155,559 litres used during the year, compared with 29,002,116 litres in 2024, accounting for approximately 40% of total water consumption. The alignment between reduced intake, lower discharge volumes, and continued reliance on reclaimed water indicates that efficiency measures are becoming embedded, supporting a more structured and resource-conscious water footprint.

Water Management (In Litres)



Total Water Consumption (In Litres)



11% GROWTH IN RECLAIMED WATER USE IN 2025

EFFLUENT TREATMENT INFRASTRUCTURE AND WATER MONITORING SYSTEMS

We operate an effluent treatment system that allows us to manage wastewater responsibly and reduce our dependence on freshwater sources. The system enables us to treat wastewater to a standard suitable for reuse in selected operational activities, helping us limit the overall demand for new water intake.

To maintain close oversight of how water moves through our facility, we have installed flow metres at key points in the withdrawal and discharge cycle. These metres give us continuous visibility of the volumes involved, supporting accurate tracking and strengthening our wider resource management efforts. Together, the treatment process and metering infrastructure provide a more controlled and accountable framework for water use, with recycled water consistently directed towards non-critical operational needs.

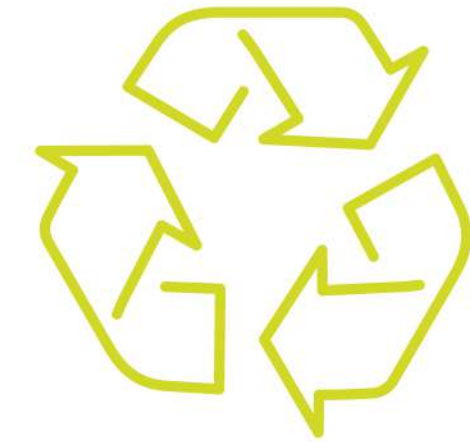
CIRCULARITY AND WASTE REDUCTION

Our approach to waste management has continued to develop since we introduced our waste management Program in 2023. Through this programme, we created a more structured way of monitoring our waste streams and ensuring that our disposal practices remain consistent with local requirements. Working closely with the Dubai Municipality is an essential part of this process, particularly for materials that require regulated handling. Sludge generated by our effluent treatment process is transferred to the municipality's authorised treatment and disposal facilities, ensuring it is managed in line with regulatory expectations.

Beyond meeting compliance obligations, we have expanded our efforts to retain value within our material flows. Our initiatives to reduce food waste and to repurpose collected plastic bottles into staff uniforms demonstrate a gradual shift towards more circular practices. Together, these actions reflect a more deliberate approach to waste governance, with an emphasis on responsible disposal and opportunities to recover value from materials.

PROGRESS ON BIODEGRADABLE PET PACKAGING

In 2025, we announced that PET bottles for our flagship Aseel oils range, including canola, sunflower and corn variants, had moved to fully biodegradable formats that remain compatible with existing recycling streams. This transition forms part of our broader sustainable packaging agenda, which focuses on reducing the long-term persistence of plastic, improving material circularity and supporting a gradual shift towards lower-impact packaging solutions across our portfolio.



LESS
WASTE,
MORE
IMPACT.

COMPLIANCE AND CERTIFICATION ACHIEVEMENT

In 2025, our responsible sourcing performance, verified by Intertek Certification International Sdn Bhd, reflected a stronger and more transparent supply chain, supported by measurable progress across key sustainability indicators. United Foods recorded an overall SR Score of 8.6, representing a 23.4 per cent improvement from the previous year. Performance remained particularly strong in transparency, where we achieved a rating of 9.4, and in environmental criteria, where our score held steady at 8.8. The social indicator increased to 7.5, up from last year's score of 6.5, while the resourcing indicator remained unchanged at 7.5.

Our approach to sourcing palm oil follows the expectations set by the Roundtable on Sustainable Palm Oil, of which we are a member. Throughout the reporting period, we continued to source 35 metric tonnes of RSPO-certified palm oil each month, ensuring that the material entering our operations meets recognised standards for environmental protection, labour practices and ethical conduct.

The improvement in our 2025 sourcing indicators reflects the increasing maturity of our governance processes and the value of maintaining clear oversight of supply chain risks. As a result, responsible sourcing remains a central element of our wider sustainability strategy and an area we will continue to strengthen as our operations grow.

Maintaining RSPO-certified supply supports our aim to work only with partners that uphold commitments to human rights, prevent child labour and manage land responsibly. These expectations form a core part of how we assess suppliers and manage procurement decisions. While RSPO annual targets were not applicable for 2024, and an ACOP submission was not required in 2023 due to the nature of our business activities, our sourcing practices continued to align with recognised industry expectations for responsible palm oil.





CERTIFICATE OF REGISTRATION

Based on an audit according to the requirements stated in the **RSPO Supply Chain Certification Systems 2020, endorsed on 1 February 2020** and a signed contract, **Intertek Certification International Sdn Bhd**, herewith certifies that the site(s) listed below are found to be in compliance with the **RSPO Supply Chain Certification Standard 2020, endorsed on 1 February 2020**. This guarantees that the criteria for processing RSPO certified oil palm products through one (1) or more of the supply chain models as stated in the RSPO Supply Chain Certification Systems have been met.

Certificate number:
INTERTEK-RSPO-0218750

Date of first certification:
28 September 2020

Certificate start date:
28 September 2025

Certificate expiration date:
27 September 2030

Issuing date:
10 July 2025

United Foods Company (PJSC)
Sheikh Zayed Road, Second Interchange, Al Quoz 1, Dubai, United Arab Emirates

RSPO membership number: 2-1111-20-000-00
Other sites certified (see annex): YES

Scope of Certification:
Manufacturing of Palm oil and its fractions, Vegetable Oil, Vegetable Ghee, Shortening, Margarine based on Mass Balance and Segregated Module

Supply chain model:
Segregated (SG)
Mass Balance (MB)







Rathin Grover
President, Business Assurance
D-28-3, Level 28, Menara Suezcap 1
No. 2, Jalan Kerinchi Gerbang Kerinchi
Lestari 59200 Kuala Lumpur
Malaysia

Intertek was accredited by ASI to provide RSPO Supply Chain Certification on 13 May 2022
ASI-ACC-052



Intertek was accredited by ASI to provide RSPO Supply Chain Certification on 13 May 2022
ASI-ACC-052

PEOPLE

EMPLOYEE ENGAGEMENT AND CULTURE

DIVERSITY, EQUITY, AND INCLUSION

EMPLOYEE HEALTH, SAFETY, AND WELL-BEING

RESPONSIBLE MARKETING AND CONSUMER AWARENESS

INNOVATION, PRODUCT QUALITY, CUSTOMER HEALTH AND SAFETY

VOLUNTEERISM AND PHILANTHROPY



EMPLOYEE ENGAGEMENT AND CULTURE

At United Foods, our people are the heart of our sustainable growth journey. In the last financial year, we nurtured a workplace culture grounded in engagement, empowerment, and continual development. With a growing team of 515, our focus extended beyond numbers to fostering meaningful career pathways supported by competitive benefits including:

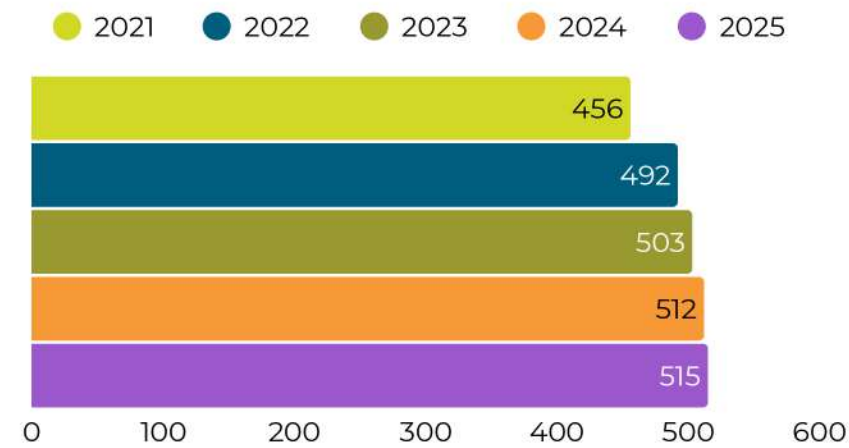
- Annual leave with three extra paid casual days
- Comprehensive Medical and life insurance
- Parental leave
- Accommodation support
- Transportation
- Competitive salary

73 new hires in 2025

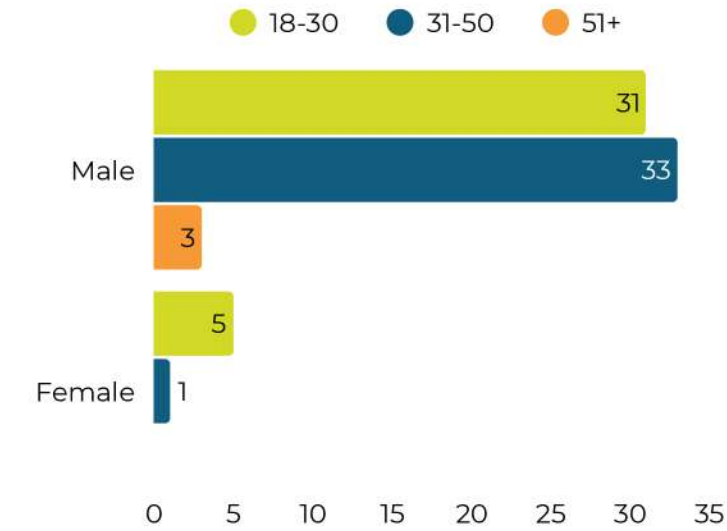
20 Nationalities

2.52% Emiratisation rate

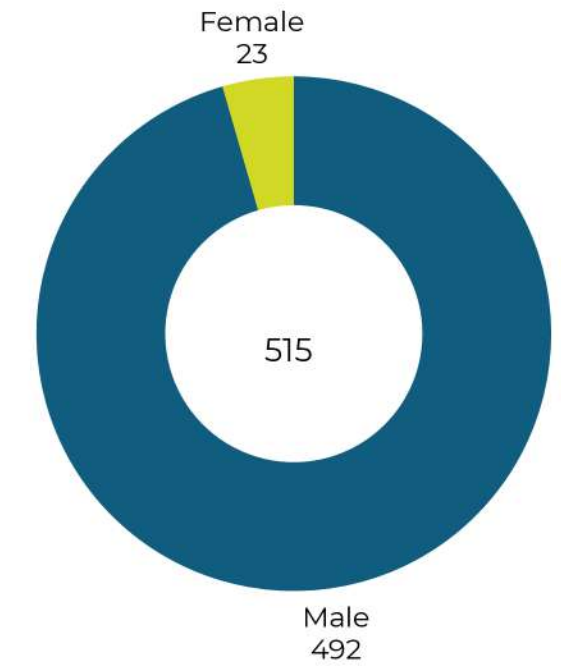
Total Workforce



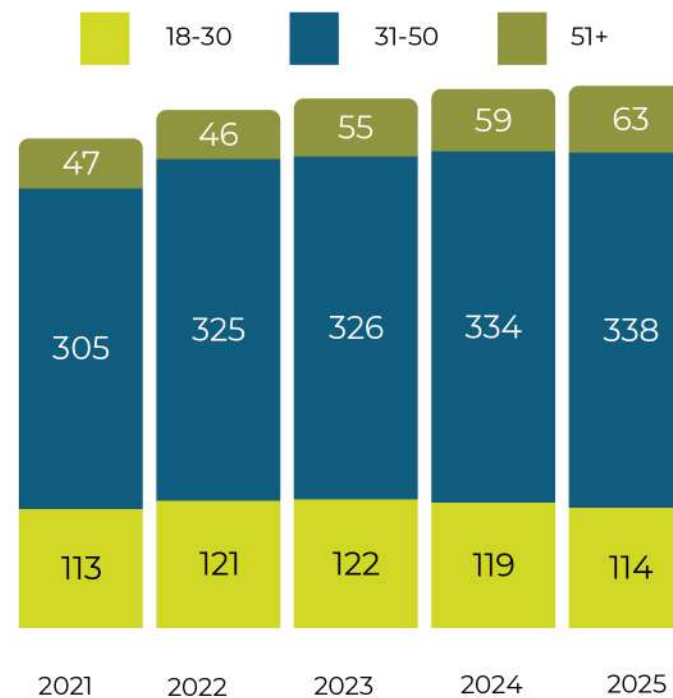
New hires by Age Group



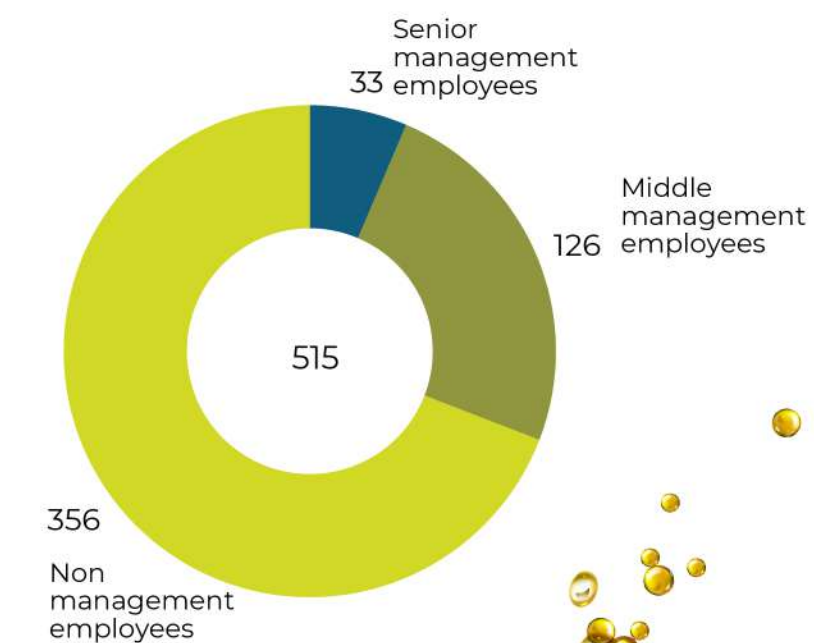
Total Workforce by Gender



Workforce by Age



Employees by Management level



LEARNING AND DEVELOPMENT

At United Foods, learning and development form the cornerstone of our workforce strategy, reflecting a commitment to nurturing talent and driving sustained business success. We recognise that continuous upskilling not only enhances employee satisfaction but also empowers our people to contribute meaningfully to organisational goals. That is why we invest substantially in customised professional development programmes tailored to the diverse needs of our workforce, ensuring every employee can realise their full potential.

Our Employee Learning & Development initiatives focus on key areas that support employee growth

- Safety training, including hazard identification, risk assessment, and emergency preparedness
- External instruction for management on specialised topics like hazardous materials handling
- Occupational training tailored to the unique demands of various roles
- Internal hands-on training for blue-collar employees to build essential skills

Throughout 2025, our employees benefitted from a blend of on-the-job learning and structured training modules. A systematic needs assessment conducted during performance appraisals helped align these opportunities with both individual aspirations and strategic business priorities.



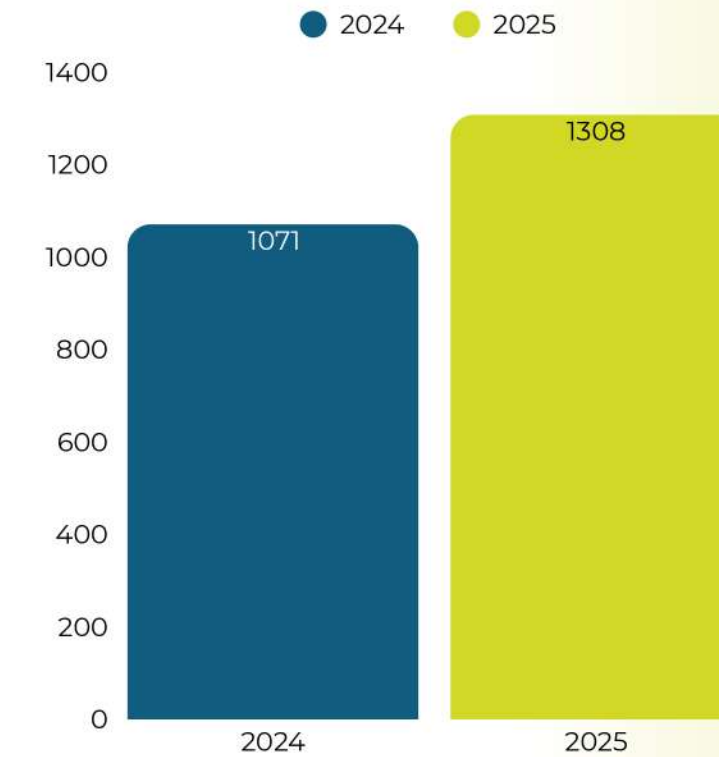
Our programs also include fire drills and certification courses, complementing practical instruction with formal qualifications that reinforce workplace safety and operational excellence.

Our investment in employee development amounted to AED 72,387 in 2025, compared with AED 115,626 in 2024. While overall expenditure decreased during the year, total training hours increased from 912.5 to 1,002 hours for males and from 158.5 to 306 hours for females, reflecting a continued focus on delivering targeted, high-impact learning experiences.

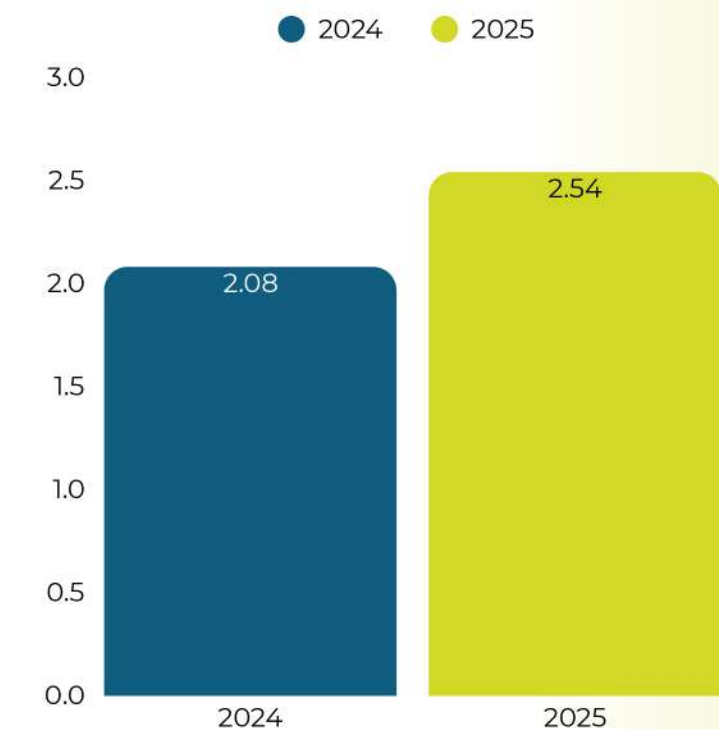
These efforts underscore our belief that employee growth is inseparable from organisational success, a philosophy that drives every investment we make in professional development across the company.

22.11% increase in average training hours per employee

TOTAL TRAINING DELIVERED (IN HOURS)



AVERAGE HOURS OF TRAINING PER EMPLOYEE





EMIRATISATION

United Foods demonstrates a deep and strategic commitment to Emiratisation as a vital component of its corporate vision and social responsibility. Guided by a structured national recruitment strategy, the Company prioritises the recruitment and development of Emirati talent through active alignment with government regulations and full compliance. This approach ensures that corporate growth supports national development goals while fostering a future-fit local workforce. As part of our ongoing Emiratisation initiatives, United Foods engages directly with emerging local talent by participating in premier career events.

In terms of measurable impact, Emirati representation in senior management remained at 5% in 2025, reflecting continued inclusion of national talent within leadership roles. The overall number of Emirati employees increased to 13, with female Emirati representation rising from 4 to 7. National workforce presence grew from 9 to 13, demonstrating steady progress in strengthening national talent pipelines and reinforcing gender empowerment within the organisation.

Workforce strength: 515 employees with competitive benefits

AED 72,387 invested in training in 2025, with a focus on safety and skills.

Emiratisation rate improved, reaching 2.52%, including increased female representation

Strategic focus to enhance training quality and employee development programs



DIVERSITY, EQUITY, AND INCLUSION

United Foods proudly fosters a workplace culture grounded in the principles of inclusivity and equality, where every individual is valued, respected, and empowered to excel. Our diverse team, enriched by unique perspectives and talents, drives innovation, fuels success, and supports our vision for sustainable growth.

In 2025, we achieved significant milestones in promoting inclusivity and building a strategically diverse workforce. Central to this success was our focused effort to enhance gender diversity in leadership, particularly by increasing women's representation in management roles. These initiatives have not only strengthened our workplace culture but also created a solid foundation for future impactful diversity programs.

A key highlight of the year was the doubling of female Emirati employees from two to four, signalling progress towards gender equity among UAE nationals. At the leadership level, our dedication to gender diversity is clear, with ongoing work to increase women's presence in decision-making roles.

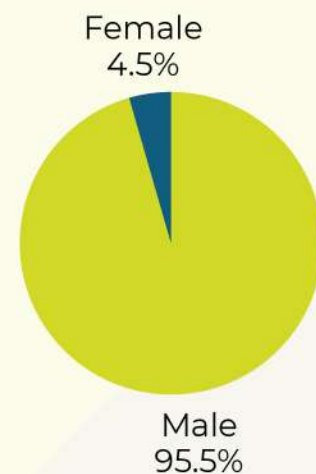
Our compensation analysis reveals that the ratio of men's basic salary and remuneration to women's stands at 12.41, with median salaries recorded at AED 8,500 for women and AED 7,925 for men. While this indicates areas for improvement, these benchmarks allow us to reliably track our journey toward achieving pay equity and fair treatment for all employees.

United Foods ensures every employee undergoes regular performance and career development reviews, aligned with our Fair Compensation policy anchored on the principle of 'equal pay for equal work.' Our Human Resources policies and Code of Conduct strictly comply with human rights and anti-discrimination standards, fostering an ethical, supportive workplace environment.

Notably, United Foods maintains a spotless record with no discrimination complaints or occurrences throughout the company's history. This achievement reflects our steadfast commitment to cultivating a workplace where respect, fairness, and opportunity are integral to every aspect of employment.

Together, these efforts underline our unwavering dedication to building an inclusive, equitable, and thriving organisation that celebrates diversity as a vital driver of excellence and innovation.

Male Employees: 492
Female Employees: 23



FEMALE WORKFORCE GROWTH OF 35.29%, WITH INCREASED REPRESENTATION IN MANAGEMENT

COMMITMENT TO CLOSING GENDER PAY GAPS AND PROMOTING EQUITY

ZERO DISCRIMINATION GRIEVANCES REPORTED, ENSURING A RESPECTFUL, INCLUSIVE CLIMATE

TRANSPARENT PERFORMANCE REVIEWS FOSTERING FAIR CAREER PROGRESS AND REWARDS

EMPLOYEE HEALTH, SAFETY, AND WELL-BEING



Health and safety practices in 2025 focused on strengthening preventive controls and routine oversight. A total of 184 HSE training sessions were delivered across various topics, compared with 85 in 2024 and 61 in 2023. Oversight activities included 26 HSE inspections, supported by one internal and external audit, four HSE meetings and reviews, and one fire and emergency drill.

Lagging indicators remained limited. One Lost Time Injury and one Medical Treatment Case were recorded during the year, compared with zero cases in 2024, and remained low relative to total workforce hours. No fatalities or neighbour complaints were reported. Workforce health support continued through medical insurance coverage and routine health screenings.

Enhanced safety training spans hazard identification, emergency response, and specialised equipment operation, empowering employees with knowledge to maintain a safe environment. Plans for 2025 include strengthening HSE committees and introducing advanced training to embed safety deeper into our culture.

UFC prioritises the safety, health and wellbeing of everyone in and around our operations, and in 2026 we will continue to strengthen our occupational health and safety practices in line with national requirements in the United Arab Emirates.

PROACTIVE HAZARD MANAGEMENT

We systematically identify and assess hazards across our facilities using a structured risk assessment methodology that assigns a point score to each risk, which then guides the level of control required. We apply a hierarchy of controls that combines engineering and administrative measures with personal protective equipment, in line with UAE regulations that require employers to provide appropriate safety gear and safe work conditions.

ENHANCED SAFETY AUDITS

We conduct regular internal inspections and compliance checks and in 2026, we will continue to commission independent third-party safety audits to test the robustness of our controls and verify compliance with applicable labour and occupational health and safety legislation in the UAE. These audits help us identify gaps, set measurable corrective actions and track progress over time, supporting the national expectation that employers monitor and improve their safety performance.

WORKER PARTICIPATION AND TRAINING

We engage workers at all levels through health and safety committee meetings, toolbox talks and feedback channels, ensuring that those closest to the work can raise concerns and contribute to solutions, which aligns with international and national good practice on worker consultation. We provide targeted training on topics such as handling hazardous materials, operating forklifts and emergency preparedness, and we refresh this training regularly so that competence keeps pace with regulatory updates and operational changes.

HEALTH & SAFETY PERFORMANCE

In 2025, we recorded one Lost Time Injury (LTI) resulting in four lost days, one Medical Treatment Case (MTC), one First Aid case, one Near Miss Report, and one Property Damage Incident across 812,000 total working hours. These incidents contributed to a Lost Time Injury Frequency Rate (LTIFR) of 1.23 and a Lost Time Injury Severity Rate (LTISR) of 4.92 per million man-hours, while maintaining zero fatalities, no permanent disabilities, no Loss of Containment, and full legal compliance with zero safety breach notices, corrective actions, court prosecutions, or work stoppages due to unsafe acts or conditions.

Overall, these metrics reflect our ongoing commitment to HSE management at United Foods, with proactive measures through training and inspections helping to address emerging risks while ensuring regulatory adherence.



ENVIRONMENTAL AND REGULATORY COMPLIANCE

We maintain clearance from Dubai Municipality for our Environmental Impact Assessment and related permits, and we will continue to comply with the municipality's technical guidelines on environmental and occupational risk control. Our objective is to manage operational impacts responsibly, meet or exceed legal obligations, and work towards a workplace where incidents are minimised and learning from any event is shared transparently across our operations.

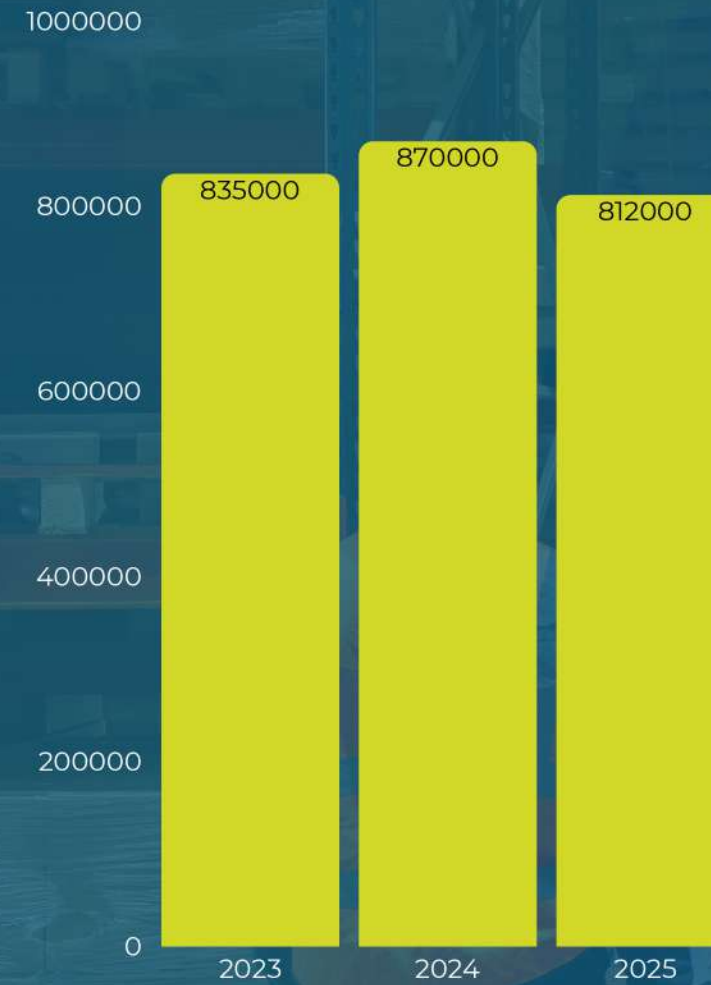
Zero fatalities in 2025

Comprehensive medical insurance and health monitoring

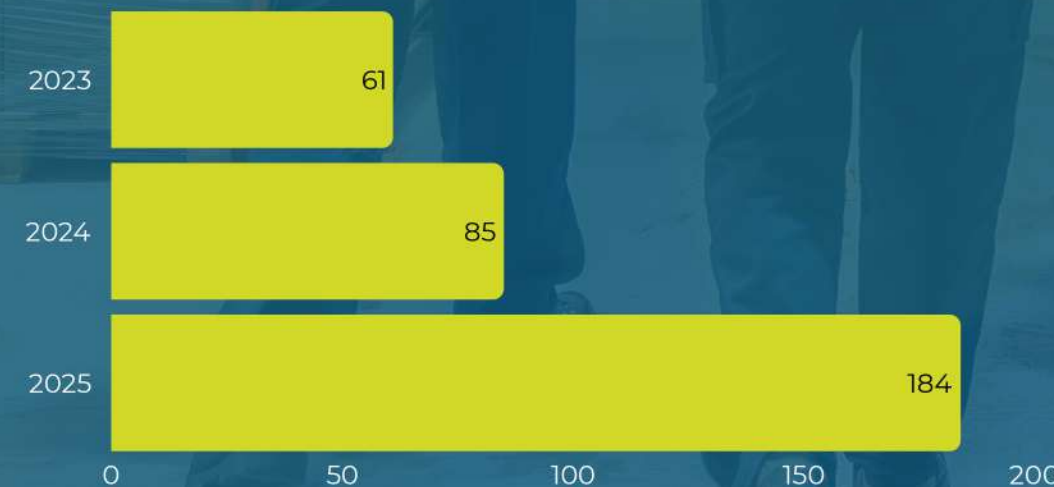
Extensive safety training, including emergency preparedness and hazard handling

Future focus on strengthening safety governance and advanced training modules

TOTAL WORKING HOURS



TOTAL NUMBER OF HSE TRAINING SESSIONS



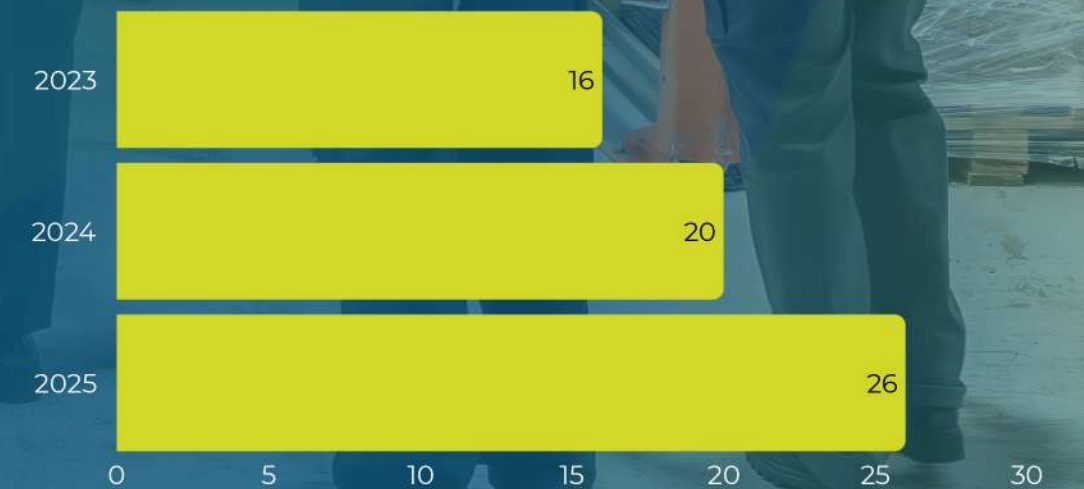
LOST TIME INJURY FREQUENCY RATE



LOST TIME INJURY SEVERITY RATE



HSE INSPECTIONS



RESPONSIBLE MARKETING AND CONSUMER AWARENESS

United Foods continues to prioritise responsible marketing and consumer awareness as a cornerstone of its commitment to transparency and trust. In 2025, the company reinforced its approach by ensuring all product labelling and marketing communications are accurate, compliant with regulatory requirements, and validated before release. This rigorous process safeguards consumer interests and upholds the company's reputation for reliability.

The company's digital engagement strategy has expanded, leveraging social media platforms to share information about product innovations, sustainability initiatives, and responsible consumption practices. Through targeted campaigns, United Foods has empowered consumers to make informed choices, fostering a culture of openness and accountability.

In alignment with Gulf Standardisation Organisation (GSO) labelling standards and the GCC Common Food Labelling Regulations, United Foods ensures that all product packaging includes clear ingredient disclosures, nutritional data, and origin information in both Arabic and English. Adherence to these regional regulations reflects the company's continued focus on protecting consumer rights and maintaining full conformity with local market expectations. In 2025, there were zero complaints related to product information or labelling, reflecting the effectiveness of these measures.

Achieved zero complaints related to product information and labelling in 2025, showing strict regulatory compliance.

Fully complied with GSO labelling standards, GCC food labelling laws, and advertising regulations across multiple markets.

Maintained transparent and ethical marketing practices that build consumer trust and confidence.

Engaged consumers through digital platforms, sharing sustainable practices and promoting health-conscious choices.





INNOVATION, PRODUCT QUALITY, CUSTOMER HEALTH AND SAFETY

United Foods' commitment to consumer well-being is demonstrated through continuous innovation, stringent quality controls, and a focus on health and safety. In 2025, the company achieved several milestones that reinforce its leadership in delivering safe, nutritious, and high-quality products.

VITAMIN E FORTIFICATION

Selected products were fortified with Vitamin E, addressing regional nutritional deficiencies and supporting the health needs of consumers, particularly women. This initiative aligns with the company's mission to promote healthier lifestyles.

REDUCTION IN OIL LOSSES / OPERATIONAL EXCELLENCE

2025 marked the launch of new Operational Excellence initiatives, resulting in significant progress in reducing oil losses. These efforts have enhanced resource efficiency and operational sustainability, contributing to both environmental and economic benefits.

PROCESS INNOVATION

Process innovation was highlighted as a key achievement in 2025, with specific examples and measurable impacts to be detailed in subsequent reporting cycles. These innovations are designed to improve product quality, safety, and operational efficiency.

PRODUCT ENHANCEMENT: HEALTHY AND NATURAL ADDITIVES

Healthy and natural additives and ingredients were introduced in selected oils and products, reflecting the company's focus on consumer well-being and product quality. This initiative supports the growing demand for healthier food options and aligns with United Foods' mission to promote healthier choices.

NO ADDED SUGAR POLICY

All products in the fats and oils portfolio are now free from added sugar, in anticipation of changes in tax slabs based on sugar content. This proactive step demonstrates the company's alignment with the UAE's national vision and its commitment to promoting healthier choices.

SUSTAINABILITY IN EDIBLE OILS

United Foods has maintained its membership in the Roundtable on Sustainable Palm Oil (RSPO) for five consecutive years and successfully renewed its certification in 2025. The company is recognised as one of the top RSPO-compliant members, sourcing 35 metric tonnes of RSPO-certified palm oil monthly.

POLICY AND COMPLIANCE

There were no cases of regulatory non-compliance in the past three years, with only minor internal or customer issues reported, all of which were resolved promptly. This record underscores the company's commitment to maintaining the highest standards of product quality and safety.

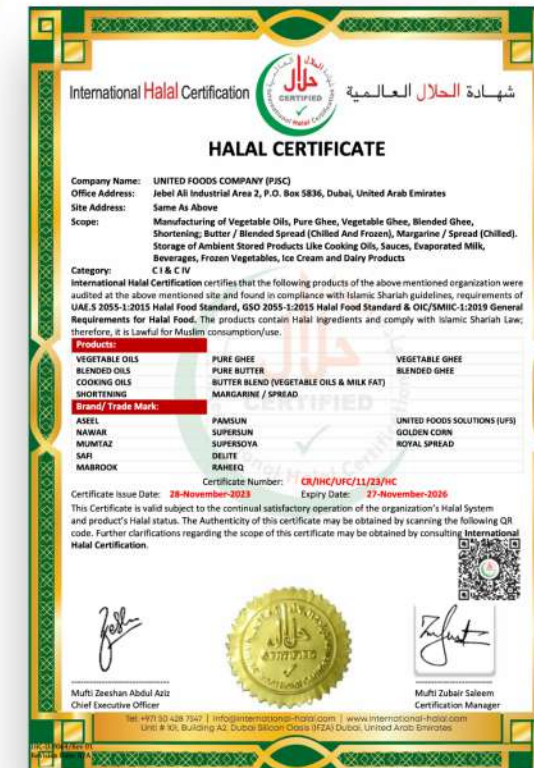
PRODUCT ACCOUNTABILITY

United Foods Company maintains transparent and ethical merchandising practices to ensure fairness, integrity, and accountability during market operations. Policies specific to merchandising are in place, and all team members are required to comply with defined procedures during every operational call at serviced markets. These measures strengthen market discipline, enhance governance oversight, and minimise potential risks of product mismanagement:

- Merchandisers follow a standardised operational protocol outlining steps from market entry to process completion, ensuring uniformity and professional conduct across all retail environments.
- To prevent misuse or re-display of expired or damaged products, all removed items are individually marked with "NTE" (Near to Expiry) by the merchandiser. This practice supports full traceability and distinguishes unsellable products from active stock.
- Merchandisers are strictly prohibited from collecting or transporting damaged or expired products from markets. This policy promotes transparency in return processes and aligns with United Foods' commitment to ethical operations.

CERTIFICATES

- FSSC 22000 Certification V6
- HACCP Certification
- Grade-A Gold rating from Dubai Municipality Food Safety Department
- RSPO Certified Supplier
- FDA Food Facility Registered Supplier
- Halal Certified
- Vegan Certified



Fortified selected products with Vitamin E, improving nutritional profiles and consumer health benefits.

Reduced oil losses significantly thanks to new operational excellence initiatives launched in 2025.

Introduced natural, healthy additives in cooking oils, aligning with the company's focus on quality and wellbeing.

Implemented a "No Added Sugar" policy across the fats and oils portfolio, anticipating tax changes and supporting healthier diets.



STRATEGIC PARTNERSHIPS AND FORUMS

WORLD FOOD SAFETY DAY

In 2025, we celebrated World Food Safety Day by renewing our pledge to provide products that meet the highest international standards of food safety and sustainability. This commitment is supported by a comprehensive certification portfolio.

Through responsible sourcing, rigorous quality checks at every production stage, advanced hygiene controls and full traceability, we work to ensure that our products consistently deliver safe, reliable goodness to customers in the UAE and worldwide.





GULFOOD 2025 INDUSTRY PRESENCE

In February 2025, United Foods Company showcased its long standing expertise in fats and oils at Gulfood 2025, highlighting nearly five decades of experience in developing high quality food solutions. The event provided a platform to demonstrate how our product portfolio continues to evolve in response to changing customer needs and future food trends, while reinforcing our role as a trusted partner to stakeholders across the value chain.

FUTURE FOOD FORUM 2025 PARTICIPATION

In September 2025, United Foods Company participated as a Bronze Partner at the Future Food Forum 2025 in Dubai, reinforcing our commitment to advancing the UAE's food sector through collaboration, innovation and more sustainable practices. By engaging with industry leaders, government representatives and global experts at this two-day event, we contributed to discussions on food security and integrated ecosystem development, while building partnerships aimed at supporting healthier communities and a more resilient food system.

EXECUTED IFTAAR MEAL DONATIONS AND FOOD ATM PROGRAMME TO TACKLE FOOD SECURITY.

SCHEDULED MEDICAL CHECK-UPS AND BLOOD DONATION DRIVES FOR 2026 TO ADVANCE PUBLIC HEALTH EFFORTS.



VOLUNTEERISM AND PHILANTHROPY

United Foods demonstrates its commitment to community impact through philanthropy initiatives that address food security and public welfare. In 2025, the company successfully executed the Iftar meal donation programme during Ramadan and maintained the Food ATM programme to provide accessible nutrition to those in need. These efforts align with UAE national priorities for social support and hunger reduction.



COMMUNITY INCLUSION WITH ENABLE

In 2025, United Foods employees volunteered with “Enable”, a UAE-based award-winning rehabilitation initiative that empowers people of determination through horticulture and skills development. The activity, conducted under the CSR initiative **Step Up with Aseel** (to believe in disabilities), brought UFC team members together with Enable’s participants for a community inclusion project in which colleagues supported plant care and retail preparation tasks while learning about inclusive employment and entrepreneurship.



IFTAAR MEAL DONATION ON ZAYED HUMANITARIAN DAY

On 19 March 2025, Zayed Humanitarian Day, we honoured the UAE’s legacy of generosity by partnering with Beit Al Khair to support community members in need. Colleagues from United Foods Company and the Aseel brand volunteered to distribute iftar meals, turning each shared meal into a moment of compassion and reinforcing our commitment to meaningful, on the ground social impact.

SUWA FOR EARLY DETECTION BREAST CANCER AWARENESS CAMPAIGN

In 2025, under the Aseel brand, we supported the “SUWA for Early Detection” breast cancer awareness campaign, using our digital platforms to encourage early screening and regular self-checks. The initiative invited our community to stand together for women’s health, reinforcing the message that early detection can save lives and underscoring our commitment to awareness raising on critical health issues.



APPENDIX

RESTATMENT OF INFORMATION

DATA PERFORMANCE TABLE

GRI AND DFM INDEX

RESTATEMENT OF INFORMATION

In the 2024 Sustainability Report, greenhouse gas emissions were disclosed in kg CO₂e, while the corresponding heading referred to tCO₂e. This has been corrected in the 2025 report to ensure consistency in units and clarity in emissions reporting.

In addition, the 2024 report referenced supply chain considerations under the Resilient Business section without accompanying explanatory content. This occurred due to alignment issues during report preparation. In the current reporting cycle, supply chain topics have been fully incorporated and are addressed in detail to provide a more complete and accurate representation of our approach.

Furthermore, electricity consumption, greenhouse gas emissions, and solar power generation data reported in the 2024 Sustainability Report have been revised and restated in the 2025 Sustainability Report following data validation. These revisions were made to improve accuracy and ensure consistency across reporting periods.

Data Performance Table

Greenhouse Gas Emissions (kg CO₂e)

Emissions category	2023	2024	2025
Scope 1	8,981,568	8,995,022	11,429,736
Scope 2	1,872,923	2,190,026	2,778,995

Non Renewable Electricity consumption (kWh)

Year	Electricity consumption
2023	4,707,018
2024	5,503,961
2025	6,984,154

Solar Power Generation (kWh)

Year	Solar Generation
2023	2,927,476
2024	2,684,906
2025	2,923,293

Total water discharged (litres)

Year	Total water discharged
2023	42,908,104
2024	34,553,768
2025	47,893,729

Total water reclaimed (litres)

Year	Total water reclaimed
2023	30,364,325
2024	29,002,116
2025	32,155,559

Total Diesel consumption (litres)

Year	Diesel consumption
2023	3,086,450
2024	3,091,073
2025	3,927,744

Total water consumption (litres)

Year	Total water consumption
2023	73,272,429
2024	63,555,884
2025	81,149,505

Employee by Age

Year	18–30 years	31–50 years	51+ years
2021	113	305	47
2022	121	325	46
2023	122	326	55
2024	119	334	59
2025	114	338	63

Total Workforce

Year	Total workforce
2021	456
2022	492
2023	503
2024	512
2025	515

New hires by Age Group and Gender

Gender	18–30 years	31–50 years	51+ years
Male	31	33	3
Female	5	1	0

Employees by Management Level

Employee category	Number of employees
Senior management	33
Middle management	126
Non-management	356

Total Training Delivered (in Hours)

Year	Total training hours
2024	1,071
2025	1,308

Average Hours of Training per Employee

Year	Average training hours per employee
2024	2.08
2025	2.54

Total Working Hours

Year	Total working hours
2023	835,000
2024	870,000
2025	812,000

Total Number of HSE Training Sessions

Year	Number of HSE training sessions
2023	61
2024	85
2025	184

HSE Inspections

Year	Number of HSE inspections
2023	16
2024	20
2025	26

CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER	
ENVIRONMENTAL	E1. GHG Emissions	E1.1) Total amount of Scope 1 emissions	GRI: 1-305	SDG 13	26-27	
		E1.2) Total amount of Scope 2 emissions	GRI: 305 -2			
		E1.3) Total amount of Scope 3 emissions	GRI: 3- 305			
		E1.4) Please describe investments, initiatives and projects to reduce CO2 emissions				
	E2. Emissions Intensity	E2.1) GHG emissions intensity	GRI: 4- 305			
		E2.2) Non-GHG emissions intensity	GRI: 7-305			
	E3. Energy Usage	E3.1) Total amount of direct energy consumed	GRI: 1,2-302	SDG 12		
		E3.2) Total amount of indirect energy consumed	GRI: 1,2-302			
	E4. Energy Intensity	E4.1) Direct energy use intensity	GRI: 1-302	SDG 7, SDG 12		
		E4.2) Total indirect energy usage per output scaling factor	GRI: 2-302			
		E4.3) Please describe investments, initiatives and projects to reduce energy consumption and to increase energy efficiency	GRI: 1,2-302			
	E5. Energy Mix	E5.1) Renewable energy used	GRI: 1-302	SDG 7		
		E5.2) Non-renewable energy used	GRI: 2-302			
	E6. Water and Effluents	E6.1) Total amount of water withdrawn	GRI: 3-303	SDG 6, SDG 12		28
		E6.2) Total amount of water discharged	GRI: 4-303			
		E6.3) Total amount of water consumed (if possible, a breakdown by source: surface water, groundwater, seawater, etc.)	GRI: 303-5			
		E6.4) Water intensity				
		E6.5) Water recycled (if applicable)				
		E6.7) Please describe investments, initiatives and projects to reduce water consumption and to increase water recycling				
	E7. Waste	E7.1) Total amount of waste generated (if possible, broken down by Hazardous and Non-hazardous)	GRI: 3-306	SDG 12, SDG 14, SDG 15		29
E7.2) Total amount of waste diverted from disposal (if possible, broken down by Hazardous and Non-hazardous)		GRI: 4-306				
E7.3) Total amount of waste directed to disposal (if possible, broken down by Hazardous and Non-hazardous)		GRI: 306-5				
E7.4) Total number and volume of oil spills (if applicable)						
E7.5) Please describe investments, initiatives and projects to reduce waste generation consumption and to increase waste recycling		GRI: 11 Oil and Gas Sector				

CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER
ENVIRONMENTAL	E8. Environmental Management	E8.1) Does your company follow a formal Environmental Policy?	GRI: 23-2	SDG 13	Yes
		E8.2) Does your company follow specific waste, water, energy, and/or recycling polices?	GRI: 24-2		
		E8.3) Does your company adopt a recognised environment and energy management systems such as ISO14001 and ISO50001?			
		E8.4) Does you company have targets in place with regards to environment, energy, water and waste?			
		E8.5) Please indicate if any fines received (> USD 10000) for non-compliance with laws and regulations regarding environmental management during the last reporting period	GRI 27-2 :2		
	E9. Climate Risk Management and Oversight	E9.1) Does your Board/Management Team oversee and/or manage climate-related risks and opportunities? If yes, describe.	GRI 12 :2	SDG 13	26-27
		E9.2) Please describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.			
		E9.3) Please describe the organisation's processes for identifying and assessing climate-related risks			
		E9.4) Please describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning			
		E9.5) Total amount invested, periodically, in climate-related infrastructure, resilience and product development			
		E9.6) Please describe the greenhouse gas emission targets (Scope1, Scope 2 and Scope3) and the related risks			
		E9.7) Please share your actions to align with UAE's Net Zero Commitment by 2050. Do you have a net zero emissions target in place?			
	E10. Biodiversity	E10.1) Please share number of operational sites owned, managed and/or leased in or adjacent to protected areas and areas of high biodiversitiy value.	GRI: 1-304	SDG 15	27-28
E10.2) Please describe significant impacts of activities, products and services on biodiversity		GRI: 2-304			

CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER
SOCIAL	S1. CEO Pay Ratio	S1.1) Please share the ratio of CEO total compensation to median full-time employee (FTE) total compensation	GRI 2: 21	SDG 10	
		S1.2) Does your company report this metric (above) in any regulatory filings?			
	S3. Breakdown with Staff	S2.1) Please share the total enterprise headcount held by full-time employees (broken down by: gender, age and seniority level)	GRI 2:7	SDG 5, SDG 8	
		S3.2) Please share the total enterprise headcount held by part-time employees (broken down by, gender, age and seniority level)	GRI 2:7		
		S3.3) Please share the total enterprise headcount held by contractors and/or consultants	GRI 2:8		
		S3.4) Please share the total of national employees (broken down by, gender, age and seniority level)	GRI: 202-2		
		S4.1) Year-over-year change for full-time employees (broken down by gender, age, and seniority level)	GRI: 401-1		
	S4. Employee Turnover and New Hires	S4.2) Year-over-year change for part-time employees	GRI: 401-1	SDG 5, SDG 8	
		S4.3) Year-over-year change for contractors and/or consultants	GRI 2: 8		
		S4.4) Year-over-year of new hires (broken down by age, gender and seniority level)	GRI: 401-1		
		S5.1) Total enterprise headcount held by men and women	GRI 2: 9 / GRI: 405-1		
	S5. Gender Diversity and Equality	S5.2) Total entry and mid-level positions held by men and women	GRI 2: 9 / GRI: 405-1	SDG 5	
		S5.3) Total senior and executive-level positions held by men and women	GRI 2: 9 / GRI: 405-1		
		S5.4) The ratio of median male employee compensation to median female employee compensation	GRI: 405-1		
		S5.5) Please describe your company's initiatives or programs to support the recruitment and retention of female employees, and to support female employees to advance to management positions.	GRI: 2-19		
		S6.1) Does your company follow a harassment and/or non-discrimination policy?	GRI 2: 23		
	S6.2) Does your company have a formal grievance mechanism in place?	GRI 2: 23			
	S6.3) Does your company follow a child and/or forced labor policy?	GRI 2: 23			

CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER
SOCIAL	S6. Human Rights	S6.4) Does your company follow a human rights policy?	GRI 2: 23	SDG 10	Yes
		S6.5) Does your company provide training on human rights and related internal policies for your employees?	GRI: 404-1		
	S7. Health and Safety	S7.1) Does your company follow an occupational health and safety policy?	GRI 2: 23 GRI: 403-9 GRI: 403-9	SDG 3	
		S7.2) Does your company adopt a recognised health and safety management systems such as ISO45001?			
		S7.3) Please share the total employee and total contractors (if available) manhours	GRI: 403-9		
		S7.4) Please share the total employee fatalities	GRI: 403-9		
		S7.5) Please share the employee lost time injury (LTI)	GRI: 403-9		
		S7.6) Please share the lost time injury frequency (LTIF)	GRI: 403-9		
		S7.7) Please share the total health and safety training provided to employees	GRI: 403-5		
	S8. Community Engagement	S8.1) Please share the total amount invested in the community, including philanthropy, donations and sponsorships		SDG 8	NA
		S8.2) Please share the total employee volunteering completed during the reporting period			

CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER	
GOVERNANCE	G1. Board Diversity	G1.1) Total board seats occupied by men and women	GRI 405-1	SDG 10	18-19	
		G1.2) Total committee chairs occupied by men and women	GRI 405-1			
	G2. Board Independence	G2.1) Does company prohibit CEO from serving as board chair?	GRI 405-1			
		G2.2) Please share the total board seats occupied by independents	GRI 405-1			
	G3. Collective Bargaining	*G3.1) Please share the total enterprise headcount covered by collective bargaining agreement(s) *Applicable to companies operating in countries in which collective bargaining is applicable by law "	GRI 2: 30		NA	
	G4. Supply Chain Management	G4.1) Are your vendors or suppliers required to follow a Code of Conduct?			SDG 12	11
		G4.2) If yes, what percentage of your suppliers are formally certified and compliant with the Code?	GRI: 308-1			
	G4. Supply Chain Management	G4.3) Please share the suppliers that underwent a supplier's environmental audit during the reporting period	GRI: 414-1		SDG 12	11
		G4.4) Please share the suppliers that underwent a supplier's social audit during the reporting period	GRI: 308-1, 414-1			
		G4.5) Please share the new suppliers receiving warning due to the environmental/social screening	GRI: 2-19			
	G5. Ethics and Anti-Corruption	G5.1) Does your company follow an Ethics and/or Anti- Corruption policy?	GRI 2: 23		SDG 6	20-21
		G5.2) Please share the workforce formally compliant with the Anti-Corruption Policy	GRI: 205-2			
G5.3) Please share the confirmed incidents of corruption during the reporting period		GRI: 205-3				
G5.4) Please share the corrective measures taken corresponding to the confirmed incidents of corruption (in case of any)		GRI: 205-4				
G6. Data Security	G6.1) Does your company follow a Data Privacy policy?	GRI: 418-1			23	
	G6.2) Has your company taken steps to comply with GDPR rules or similar standards?					
	G6.3) Data security breaches during the reporting period (if any)	GRI: 418-1				

CATEGORY	METRIC	INDICATOR	CORRESPONDING GRI STANDARDS	CORRESPONDING SDGS	PAGE NUMBER
GOVERNANCE	G7. Sustainability Practices	G8.1) Does your company publish a sustainability report?			Yes
		G8.2) Does your company publish a GRI, WEF SCM, SASB, IIRC, UNGC or CDP based reporting?			04
		G8.3) Does your company provide training to its employees regarding topics related to sustainability (environment, human rights, ethics etc.)?	GRI: 404-1		Yes
		G8.4) Please share the total sustainability related training provided to employees	GRI: 404-2		
	G9. External Assurance	G9.1) Are your sustainability disclosures assured or validated by a third party?	GRI 2: 5		No