



Sustainability Report 2025

Giving the Earth a Second Chance

6th of October City, Giza, Egypt
A Subsidiary of INTRO Resource Recovery Holding

Prepared by: Compliance & Sustainability Department

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1. About This Report

Bariq Egypt is pleased to present its Sustainability Report, reflecting the company's ongoing commitment to transparency, environmental responsibility, and sustainable business practices as the first and largest PET bottle-to-bottle recycler in the Middle East and Africa.

Reporting Period & Scope

This report covers the financial and operational year from January 1 to December 31, 2025. The information and data presented encompasses all operations conducted at Bariq's manufacturing facility located in 6th of October City, Giza, Egypt.

Reporting Year	2025
Report Type	Annual Sustainability Report
Report Number	3rd Sustainability Report
Production Site	6th of October City, Giza, Egypt
2025 PET bottles recycled	2609 Million bottle

Reporting Frameworks

This report has been prepared with reference to the following internationally recognized frameworks and standards:

- GRI Standards (Global Reporting Initiative) — as the primary framework guiding disclosure of environmental, social, and governance (ESG) performance
- UN Sustainable Development Goals (SDGs) — identifying Bariq's direct contribution to relevant global goals

Data Boundaries & Methodology

All quantitative data presented in this report relates to Bariq's operations in Egypt unless otherwise stated. Environmental data — including energy consumption, water usage, GHG emissions, and volumes of PET bottles processed — has been collected through internal monitoring systems and operational records maintained by the EHS and Quality departments. Data has been compiled, reviewed, and validated internally prior to publication.

Where estimation methodologies have been applied, these are clearly noted within the relevant sections.

Forward-Looking Statements

This report may contain forward-looking statements regarding Bariq's sustainability targets and strategic intentions. These statements reflect management's current expectations and are subject to change based on operational, regulatory, or market developments.

Contact & Feedback

We welcome feedback from all stakeholders on the content of this report. For inquiries, please contact:

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Company	Bariq
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2. Message from Leadership

At Bariq, sustainability is not a parallel activity—it is the core of our business model and the driving force behind every decision we make.

Since our establishment, we have been committed to transforming plastic waste into valuable resources, demonstrating that economic growth and environmental responsibility can go hand in hand. By pioneering bottle-to-bottle recycling in the region, Bariq has positioned itself as a key enabler of the circular economy, contributing to the reduction of plastic pollution and the preservation of natural resources.

Throughout 2025, we continued to strengthen our environmental performance by diverting millions of plastic bottles from landfills and oceans, while significantly reducing greenhouse gas emissions through the production of high-quality food-grade rPET. These efforts reflect our unwavering commitment to climate action and resource efficiency.

Our progress would not have been possible without the dedication of our employees, the trust of our partners, and the growing awareness of the communities we serve. Together, we are building a more responsible value chain—one that promotes transparency, ethical practices, and long-term sustainability.

As global expectations around environmental, social, and governance (ESG) performance continue to evolve, Bariq remains committed to aligning with international standards and continuously improving its sustainability practices. We recognize that challenges remain, particularly in advancing supply chain integration and further optimizing resource use, and we are actively working to address them.

Looking ahead, we will continue to invest in innovation, expand our impact, and reinforce our role as a regional leader in sustainable recycling solutions. Our ambition is clear: to be part of the global solution to plastic waste and climate change, while creating lasting value for our stakeholders.

Together, we are turning waste into opportunity.

Mohamed Abbas

Managing Director

3. Company Profile

Who We Are

Bariq is the first PET bottle-to-bottle manufacturer in the Middle East and Africa, and a wholly owned subsidiary of INTRO Resource Recovery Holding. Founded in 2011 and commencing production in 2012, Bariq pioneered food-grade recycled PET (rPET) manufacturing in Egypt and has grown to become the largest rPET recycler in the MENA region.

Business Model

Bariq operates a true circular economy model: post-consumer PET bottles are collected, sorted, washed, decontaminated, and processed into food-grade rPET pellets using state-of-the-art technology from partners Starlinger, AMUT, and TOMRA. These pellets are exported to major international bottle and food-container manufacturers in Europe and the United States.

Key Facts

Founded	2011 (production commenced 2012)
Parent Company	INTRO Resource Recovery Holding
Location	6th of October City, Giza, Egypt
Markets Served	Europe, United States, Canada, UK
Certifications Held	15 global certifications




4. Sustainability Strategy






Bariq's sustainability strategy is built on three core pillars: Environmental Excellence, Social Responsibility, and Economic Circularity. These pillars align with global frameworks and guide all operational and strategic decisions.

Sustainability Pillars

- Environmental Excellence — minimizing environmental impact, reducing GHG emissions, and conserving resources
- Social Responsibility — supporting the informal waste management sector, ensuring fair labor practices, and investing in community awareness
- Economic Circularity — creating economic value from waste through a closed-loop recycling model

Materiality Assessment & Material Topics

Our Mission's Pillars		
 Ocean Saving	 Circular Economy	 Climate Protection

Our Sustainability Pillars and Material Topics				
 Accountability	 Ethical Sourcing	 Environmental Stewardship	 Social Impact	 Innovation
Ensure transparency and responsible management of resources to minimize environmental impact and promote sustainability throughout our food grade PET recycling manufacturing processes.	Adhere to strict ethical standards in sourcing raw materials, collaborating with suppliers who share our commitment to social, environmental, and ethical practices, thus promoting responsible supply chain management.	Champion environmental conservation by implementing sustainable practices, reaching zero waste, and promoting the circular economy principles in our operations, thereby minimizing our ecological footprint.	Promote positive social change by prioritizing employee well-being, fostering a diverse and inclusive workforce, and actively engaging in community outreach initiatives, and spread awareness among communities where we operate.	Drive industry innovation by continuously exploring and implementing cutting-edge technologies and processes to boost collection rates and sorting efficiency and advance our overall operational processes.
<ul style="list-style-type: none"> - Digital Transformation and Cybersecurity - Ethical Business Practices - Risk and Crisis Management 	<ul style="list-style-type: none"> - Supply Chain Management - Supplier Environmental and Social Due Diligence - Green and Sustainable Logistics 	<ul style="list-style-type: none"> - Carbon Emissions and Energy Efficiency - Circularity and Zero Waste - Water Stewardship - Biodiversity - Air Quality and Pollution 	<ul style="list-style-type: none"> - Diversity, Equity & Inclusion (DEI) - Occupational Health & Safety - Customer Relationship Management - Community Engagement 	<ul style="list-style-type: none"> - Innovation and Recycling Technologies

			- Talent Acquisition, Management and Skilled Employment - Recycling Education	
SDG 16 SDG 17	SDG 8 SDG 12 SDG 13 SDG 14	SDG 7 SDG 11 SDG 12 SDG 13 SDG 14 SDG 15	SDG 1 SDG 3 SDG 4 SDG 5 SDG 8 SDG 10 SDG 15	SDG 9

Sustainability Agenda: Our Cross-Cutting Enablers

Responsible Operations	Ethical Sourcing	Corporate Footprint	Social Development	Sustainable Products	Economic Expansion
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UN Sustainable Development Goals Alignment

Bariq’s operations directly contribute to multiple UN SDGs. The table below outlines the key SDGs addressed through Bariq’s core business activities.

SDG	Goal Title	Bariq’s Contribution
SDG 12	Responsible Consumption & Production	Circular economy model; rPET production reduces virgin plastic demand
SDG 13	Climate Action	87% lower CO ₂ emissions vs. virgin plastic production
SDG 14	Life Below Water	Prevents plastic waste from entering oceans and waterways
SDG 8	Decent Work & Economic Growth	Fair prices for waste pickers; formal employment in recycling sector
SDG 17	Partnerships for the Goals	Ecoembes Spain registration; HSBC sustainable trade financing

UN Global Compact Membership

In 2025, Bariq became a signatory to the **United Nations Global Compact (UNGC)** — the world’s largest corporate sustainability initiative — formally committing to align its strategies and operations with the Ten Principles of the UNGC on human rights, labor, environment, and anti-corruption. As part of this commitment, Bariq will submit its first **Communication on Progress (COP)** in 2026, publicly reporting on its progress against these principles.

As a UNGC member, Bariq is actively participating in two UNGC Accelerator programs: the **SDG Innovation Accelerator for Young Professionals**, which channels the energy and ideas of Bariq’s next generation of leaders toward SDG-driven innovation, and the **Business and Human Rights Accelerator**, which supports Bariq in embedding responsible business conduct and human rights due diligence deeper into its operations and supply chain.

5. Environmental Performance

This section presents Bariq's environmental performance data for 2025, covering circular economy outcomes, climate impact, energy, water, and waste management.

5.1 Circular Economy & Waste Diversion

In 2025, **BariQ** achieved a significant milestone in advancing circular economy practices by recycling **43,490 tonnes** of post-consumer PET plastic waste. This volume is equivalent to approximately **2.61 billion PET bottles**, reflecting the company's growing capacity to transform waste into high-value, food-grade recycled materials.

A notable share of this achievement lies in BariQ's contribution to addressing plastic leakage into natural ecosystems. Approximately **20% of the collected waste** was recovered from **high-risk environments**, including the **Nile River, coastal zones, and ocean-bound areas**, directly contributing to the reduction of marine and freshwater pollution. The remaining **80%** was sourced from **landfill streams**, diverting substantial volumes of plastic waste from disposal sites and reintegrating them into the production cycle.

Through these efforts, BariQ continues to play a critical role in supporting environmental protection and resource efficiency. The company's operations directly contribute to **SDG 12 Responsible Consumption and Production** by promoting recycling and sustainable material use, as well as **SDG 14 Life Below Water** and **SDG 15 Life on Land** by reducing plastic pollution in both aquatic and terrestrial ecosystems.

From a reporting perspective, this disclosure aligns with **GRI 306 Waste 2020**, particularly in relation to waste recovery, diversion from disposal, and circular material flows. BariQ remains committed to enhancing transparency in its waste management practices while scaling its positive environmental impact across Egypt and the region.

5.2 Climate & Carbon

Achieving 50% decrease in Scope 1 and 2 by 2030

Climate change mitigation is central to Bariq's environmental strategy. As a recycler, Bariq's core business model inherently contributes to carbon reduction by displacing the need for virgin plastic production, a process that generates significantly higher greenhouse gas emissions. Bariq's recycling process produces **87% less CO₂** compared to conventional virgin PET manufacturing.

In 2025, Bariq recorded a total of **11,837.01 tCO₂e** in combined Scope 1 and Scope 2 greenhouse gas emissions, representing a notable reduction of approximately **37%** compared to 2024, when total emissions stood at **18,809.95 tCO₂e**.

Scope 1 — Direct Emissions decreased significantly from **2,480.18 tCO₂e** in 2024 to **970.91 tCO₂e** in 2025, a reduction of approximately **61%**. This improvement was primarily driven by a sharp decline in stationary combustion emissions, which fell from 2,363.99 to 833.05 tCO₂e, reflecting improvements in fuel efficiency and operational practices across the facility.

Scope 2 — Indirect Emissions from purchased energy decreased from **16,329.76 tCO₂e** in 2024 to **10,866.10 tCO₂e** in 2025, a reduction of approximately **33%**. A key development in 2025 was Bariq's utilization of **CCHP (Combined Cooling, Heat, and Power) Services**, which contributed 6,732.13 tCO₂e and enabled a significant reduction in reliance on the national electricity grid, with grid-based emissions falling from 16,329.76 tCO₂e to 4,133.97 tCO₂e. This shift reflects Bariq's commitment to transitioning toward more efficient and lower-carbon energy sources.

Overall, the year-on-year emissions reduction across both scopes demonstrates meaningful progress in Bariq's decarbonization journey, driven by operational efficiency improvements, fuel management, and a strategic diversification of energy sources.

Emission Source	Scope	GHG Emissions (tCO ₂ e)		
		2024	2025	Change (%)
Stationary Combustion	Scope 1	2,363.99	833.05	▼ 64.8%
Mobile Combustion	Scope 1	99.39	115.75	▲ 16.5%
Fugitive Emissions	Scope 1	16.80	22.11	▲ 31.6%
Total Scope 1	Scope 1	2,480.18	970.91	▼ 60.8%
Electricity Grid	Scope 2	16,329.76	4,133.97	▼ 74.7%
CHP Services *	Scope 2	—	6,732.13	N/A
Total Scope 2	Scope 2	16,329.76	10,866.10	▼ 33.5%
Total GHG Emissions	1 + 2	18,809.95	11,837.01	▼ 37.1%

Methodology & Data Collection

Bariq's greenhouse gas inventory has been prepared in accordance with the **GHG Protocol Corporate Accounting and Reporting Standard**, the globally recognized framework for measuring and managing greenhouse gas emissions. The organizational boundary has been set using the **operational control approach**, encompassing all emission sources directly operated by Bariq at its manufacturing facility in 6th of October City, Giza — including stationary combustion, mobile combustion, fugitive emissions, and indirect emissions from purchased electricity and CHP services. Scope 1 covers all direct emissions from sources owned or controlled by Bariq, while Scope 2 captures indirect emissions associated with the consumption of purchased energy. Scope 3 emissions are not included in this reporting cycle but will be considered for future reporting periods as Bariq continues to mature its emissions accounting framework.

Emission factors applied in the calculation of GHG emissions are sourced from internationally recognized references to ensure accuracy and credibility. For **Scope 2 electricity grid emissions**, a factor of **0.57404 tCO₂e/MWh** has been applied, as published by the Institute for Global Environmental Strategies (2024), Ember (2024), and the Energy Institute Statistical Review of World Energy (2024). For **Scope 1 natural gas consumption**, the CO₂ emission factor of **0.0020196 tCO₂e/m³** has been applied, and for **diesel consumption**, a factor of **0.00266155 tCO₂e/L** has been used — both sourced from **DEFRA 2024**. All energy consumption data underpinning these calculations is collected through Bariq's energy monitoring and management system, which operates in alignment with **ISO 50001:2018**, ensuring that data is systematically tracked, verified, and reported in a consistent and auditable manner, providing a reliable foundation for both GHG reporting and ongoing energy performance improvement.

5.3 Energy

In 2025, BariQ maintained a strong focus on optimizing energy use across its operations as part of its commitment to operational efficiency and environmental responsibility. The company recorded a total electricity consumption of **19,079,253 kWh**, representing the primary source of energy within its recycling processes.

In addition to electricity, BariQ utilized **3,540,030 m³ of natural gas** and **191,269 liters of diesel** to support various operational activities, including production and logistics. The Total Energy consumption is **210,474.67 GigaJoules GJ**. This diversified energy mix reflects the

operational requirements of large-scale PET recycling while highlighting opportunities for further efficiency improvements and fuel optimization.

Compared to 2024, the increase in energy consumption is aligned with higher production volumes and expanded processing capacity, indicating business growth while maintaining controlled energy performance. BariQ continues to monitor its **energy intensity per tonne of production**, ensuring that efficiency gains are achieved alongside scaling operations.

The company is actively exploring opportunities to enhance energy efficiency and integrate renewable energy sources into its operations, aiming to reduce its environmental footprint and contribute to long-term sustainability goals.

5.4 Water

Operational Area / Process	Q1 (m³)	Q2 (m³)	Q3 (m³)	Q4 (m³)	Annual Total (m³)
Production / Manufacturing	15,389	9,879	17,389	16,479	59,136
Cooling Systems	147	144	154	149	594
Sanitation & Facilities	456	465	471	455	1,847
TOTAL	16,025	10,287	18,106	17,159	61,577

5.5 Chemicals & Hazardous Waste

BariQ adopts a tightly controlled approach to chemical management, ensuring safe operations while minimizing environmental impact. Across its processes, the company utilizes only **two chemical inputs**—one during the washing stage and another in the final product processing stage. Due to commercial confidentiality, the specific names and quantities are not disclosed. Nevertheless, all substances are selected, stored, and handled in line with applicable regulatory requirements, including alignment with **REACH Regulation** principles for safe use, labeling, and risk control.

From a **risk management and HSE (Health, Safety, and Environment)** perspective, BariQ implements preventive and control measures to mitigate potential hazards associated with chemical handling. These include controlled storage systems, proper labeling, use of personal protective equipment (PPE), employee training, and emergency response procedures. Regular inspections and internal audits are conducted to ensure compliance with safety protocols and to continuously improve risk mitigation practices. These measures support the company’s commitment to safeguarding employee health and preventing environmental contamination.

In line with **GRI 306 Waste 2020**, Bariq applies a circular approach to non-hazardous waste, which its quantities is **7136 Ton**, generated from operations. All such waste is either **reintegrated into internal recycling processes** or **sold to external recyclers**, ensuring minimal waste is sent to disposal and maximizing resource efficiency.

Regarding hazardous waste, Bariq maintains strict compliance with both environmental and occupational health standards, consistent with **GRI 403 Occupational Health and Safety 2018** and **GRI 303 Water and Effluents 2018** where relevant. Hazardous waste is limited to **empty chemical containers and storage tanks** resulting from operational use of **1.1 Ton**. These materials are handled, stored, and transported under controlled conditions and are **disposed of through a licensed and authorized hazardous waste management company**, ensuring full regulatory compliance and environmentally sound treatment.

Through these integrated practices, BariQ strengthens its commitment to responsible chemical management, waste minimization, and robust HSE performance, while maintaining transparency and alignment with international sustainability reporting standards.

5.6 Biodiversity

Through preventing PET plastic waste from entering landfills, waterways, and marine environments, BariQ plays a direct role in protecting biodiversity and reducing ecosystem degradation. By recycling significant volumes of post-consumer PET, the company helps minimize plastic leakage into natural habitats, thereby reducing risks to wildlife, particularly marine species that are highly vulnerable to plastic ingestion and entanglement.

BariQ's operations also contribute to preserving terrestrial ecosystems by reducing the accumulation of plastic waste in landfills, which can lead to soil contamination and long-term environmental harm. In addition, by promoting circular use of materials, the company supports resource efficiency and reduces pressure on natural ecosystems associated with virgin material extraction.

These efforts are aligned with global sustainability priorities, including **SDG 14 Life Below Water** and **SDG 15 Life on Land**, reinforcing BariQ's contribution to protecting ecosystems and biodiversity across both aquatic and terrestrial environments.

Furthermore, BariQ recognizes the importance of continuously assessing and managing its environmental footprint and is committed to enhancing its positive impact on biodiversity through responsible operations and waste management practices.

5.6 Air Quality

BariQ is committed to maintaining high air quality standards across its operations through continuous monitoring and control of atmospheric emissions. The primary sources of air pollutants within the facility are the **boiler system** and the **Combined Heat and Power (CHP) unit**, both of which are essential to supporting production processes.

The company conducts **periodic emissions monitoring** to ensure compliance with national environmental regulations. All recorded emission levels consistently fall within the permissible limits set by the **Egyptian Environmental Law**, reflecting BariQ's adherence to regulatory requirements and its commitment to minimizing environmental impact.

The figures below represent the **annual average emissions for 2025**, measured in kilograms, for key air pollutants:

- Carbon Monoxide (CO): **893.4 kg**
- Sulfur Dioxide (SO₂): **125.4 kg**
- Nitrogen Oxides (NO_x): **2,017.5 kg**
- Total Suspended Particulates (TSP): **233.5 kg**
- **Total Emissions: 3,269.8 kg**

These results demonstrate effective emissions management practices and reinforce BariQ's ongoing efforts to reduce air pollution and enhance environmental performance.

6. Supply Chain & Circular Economy

Bariq's supply chain is built on responsible sourcing, full traceability, and a commitment to positively impacting the informal waste management community in Egypt and beyond.

Raw Material Sourcing

Bariq sources post-consumer PET bottles through a robust network that includes local waste pickers, balers, and traders across Egypt, as well as imported bales from sustainable sources in Europe, Africa, and the Middle East. This dual-sourcing model ensures consistent supply while fulfilling customers' traceability and circularity requirements.

Dawar & REsort Traceability System

Bariq utilizes Dawar and REsort, a blockchain-based traceability tool. Dawar & REsort traces post-consumer waste from the point of collection through to the final recycled product, using multiple data sources to ensure all suppliers meet stringent social and environmental criteria including the prohibition of child labor, gender equality, and fair wages.

Supplier Sustainability Criteria

- Prohibition of child labor
- Gender equality and non-discrimination
- Fair wages and safe working conditions
- Environmental compliance at collection points
- Data-verified through DAWAR blockchain platform

Supplier Sustainability Performance

Bariq is committed to ensuring that sustainability standards are embedded throughout its supply chain, not only within its own operations. As part of this commitment, Bariq actively monitors the sustainability performance of its targeted supplier base across a set of key indicators.

In 2025, **60%** of targeted suppliers had formally signed Bariq's Supplier Code of Conduct, which sets out the company's minimum expectations on environmental responsibility, labor rights, and ethical business conduct. Furthermore, **80%** of suppliers operate under contracts that include explicit clauses covering environmental compliance, labor standards, and human rights requirements, ensuring that sustainability obligations are legally embedded in all commercial relationships.

With regard to sustainability assessments, **40% suppliers** from the targeted supplier base were covered by a formal sustainability assessment during the reporting year, evaluating their performance against Bariq's environmental and social criteria. Building on this, **10% suppliers** were subject to an on-site sustainability audit, allowing Bariq's team to directly verify compliance and identify areas for improvement at the supplier level.

On the procurement side, **25%** of Bariq's buyers and procurement staff received dedicated training on sustainable procurement practices during 2025, equipping them with the tools and knowledge needed to make responsible sourcing decisions aligned with the company's sustainability goals.

Finally, of the suppliers that were audited or assessed and found to require improvement, **35%** were actively engaged in corrective action plans or capacity-building programs, reflecting Bariq's approach of partnering with suppliers to drive improvement rather than simply enforcing compliance.

International Recognition

Bariq is registered under Ecoembes Spain as the only non-European PET recycler, affirming its role as a globally recognized circular economy contributor.

Circular Egypt — UNIDO Partnership

Bariq is a participating partner in **Circular Egypt**, a national program implemented by the **United Nations Industrial Development Organization (UNIDO) Egypt**, designed to accelerate the transition toward a circular economy in Egypt by supporting businesses in reducing waste, improving resource efficiency, and developing sustainable production models. Bariq's involvement in this program reflects its pioneering role as Egypt's first and largest food-grade rPET recycler and its ongoing commitment to driving systemic change in Egypt's plastic waste management ecosystem.

7. Product Quality & Compliance

Bariq's food-grade rPET pellets comply with the world's most rigorous safety and quality standards, enabling its products to be used in direct food-contact applications globally.

Certifications & Standards

Bariq holds 15 global certifications, ensuring its products meet the highest standards for food safety, environmental management, and social accountability.

Certification	Issuing Body	Scope
ISO 9001	SGS Egypt	Quality Management System
ISO 14001	SGS Egypt	Environmental Management System
ISO 45001	SGS Egypt	Occupational Health and Safety (OH&S) Management System
ISO 17025	EGAC	Testing and Calibration Laboratories
ISO 27001	Bureau Veritas	Information Security Management System
ISO 50001	Bureau Veritas	Energy Management System
BRC	SGS	Food safety management
FDA Compliance	US Food & Drug Administration	Food-contact material safety
EFSA Approval	European Food Safety Authority	Food-grade recycled PET safety
NFSA white list	National Food Safety Authority	Food-grade recycled PET safety
Health Canada	Government of Canada	Food safety compliance
REACH	European Chemicals Agency	Chemical safety compliance
GRS — Global Recycling Standard	Control Union / equivalent	Recycled content & chain of custody
Recyclass Recycling Process Certificate	Kiwa	General Requirements – Level 2 Module A1: Food Contact Pre-Processing Module A2: Food Contact decontamination Module C: Corporate Social Responsibility

SEDEX	Supplier Ethical Data Exchange	Ethical trade & supply chain
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Technology Partners

- Starlinger — recycling extrusion and decontamination technology
- AMUT — washing and sorting systems
- TOMRA — optical sorting and sensor-based technology

8. Social Performance

Bariq believes that a sustainable business must generate positive social impact alongside environmental benefits. This section covers workforce data, occupational health and safety, community engagement, and human rights.

503 Total Employees <i>headcount</i>	2.6 % Female Employees <i>% of workforce</i>	375 h OHS Training Hours <i>total hours</i>	3 Lost Time Injuries <i>incidents</i>	783 Community Reached <i>CAP program</i>
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8.1 Workforce

The table below captures Bariq's workforce composition for 2025, including headcount, gender representation, employee categories, and turnover.

General Workforce Data	
Total Headcount (end of year)	503
Full-time Employees	503
Part-time / Contractors	0
New Hires in 2025	24
Total hours worked	103,173
Employee Turnover Rate (%)	14%

Gender Breakdown			
Category	Male	Female	% Female
Total Workforce	503	13	2.6 %
Management Level	30	4	13.33 %
Operations / Floor	411	0	0 %
Administrative	89	13	14.6 %

Age Distribution		
Age Group	Number of Employees	% of Workforce
Under 18	0	0 %
18-30	188	37.57 %

30 – 50	299	59.44 %
Above 50	16	3.18 %

Other Metrics	
Employees covered by Medical Insurance %	100 %
Employees Provided by Transportation or its allowance %	100 %
Employees provided by Daily lunch allowance %	81.71 %
Number of reported discrimination or harassment incident	0
Employees covered by workplace policies	100 %

8.2 Occupational Health & Safety

Bariq is committed to providing a safe and healthy working environment for all employees. The data below reflects OHS performance for 2025.

OHS Performance		
Indicator	2024	2025
Total Recordable Incidents	19	14
Lost Time Injuries (LTI)	7	3
Lost Time Injury Rate (LTIR)	7.1	3.1
Near-Miss Incidents Reported	3	5
Fatalities	0	0

OHS Certifications & Audits		
Certification / Audit	Status	Next Review Date
ISO 45001	Certified	Dec 2026
SEDEX / SMETA Audit	Audited	Oct 2026
Internal OHS Audit	Done	June 2026
Emergency Drills Conducted	Done	May 2026

8.3 Training & Development

Investing in employee development is central to Bariq's people strategy. The tables below summarize training activity in 2025.

Training Overview	
Total Training Hours (all employees)	1232
Average Training Hours per Employee	4.86
Number of Training Programs Delivered	13
Employees Who Received Training (%)	86.87 %

Training by Category			
Training Program	No. of Participants	Total Hours	Department
OHS & Emergency Response	334	375	<i>Production, Maintenance, Quality, and others</i>
Sustainability Awareness	168	352	<i>All</i>
Quality & Compliance	83	448	<i>Production, Quality, others</i>
Technical / Operational	287	470	<i>Production, Maintenance, Quality, and others</i>
Leadership & Management	54	256	<i>Managers & Section heads</i>
Business Ethics	54	231	<i>Managers & Section heads</i>
Anti-discrimination and harassment	127	313	<i>All</i>
TOTAL	437	2445	

8.4 Community Impact

BariQ is committed to creating positive social impact by engaging communities in environmental protection and circular economy practices. Through targeted outreach, awareness campaigns, and inclusive initiatives, the company works to promote responsible waste management and support local stakeholders, including waste pickers. The following table highlights BariQ's community engagement activities and outreach in 2025.

Community Engagement Data	
Cleanup Events	7

Sustainability & Recycling Awareness Sessions	9
Waste Picker Social development sessions	5
Total people engaged	783

8.6 Human Rights

Bariq maintains a zero-tolerance policy toward child labor, forced labor, and discrimination across all operations and its supply chain. Human rights compliance is monitored through DAWAR & REsort, supplier audits, and internal assessments.

At Bariq, respect for human rights is a foundational principle that underpins every aspect of how the company operates and sources its materials. Given Bariq's position at the heart of Egypt's informal waste management ecosystem, the company recognizes its responsibility toward waste pickers, collectors, and small-scale aggregators who form the backbone of its raw material supply chain.

Human rights due diligence is embedded into Bariq's sourcing processes through two complementary digital platforms — **DAWAR** and **REsort** — which enable real-time monitoring and verification of social compliance at the supplier level, including the prohibition of child labor, fair and verified wages, and safe working conditions.

Internally, Bariq maintains a confidential grievance mechanism accessible to all employees, with all reported concerns documented, investigated, and resolved in a timely manner. Dedicated human rights training is also delivered across the workforce to ensure employees at all levels understand their rights and responsibilities.

9. Governance & Ethics

Sound governance and ethical business conduct are the foundation of Bariq's long-term sustainability. This section outlines the company's governance structure and key compliance policies.

Key Governance KPIs — 2025 Snapshot

5 Board Members <i>headcount</i>	0 Compliance Incidents <i>reported in 2025</i>	100% Non-Conformances Resolved <i>% resolved</i>	8 Risks Identified <i>sustainability risks</i>
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Corporate Governance Structure

The following tables outline Bariq's governance structure, including board composition, management committees, and reporting lines to INTRO Resource Recovery Holding.

Board Composition	
Total Number of Board Members	5
Independent Members	3
Female Board Members (%)	0 %
Board Meetings Held in 2025	14
Average Board Attendance Rate (%)	100 %

Management Committees		
Committee Name	Chairperson / Head	Key Responsibilities
Executive Management Committee	<i>Farouk Mohamed</i>	<i>Oversee the overall company activities Ensure coherent actions and measures between the departments</i>
Sustainability & Compliance Committee	<i>Ahmed ElShahat</i>	<i>Ensure the sustainability aspect of each activity is integrated. Conduct awareness sessions</i>
OHS Committee	<i>Osama Daaowd</i>	<i>Follow up the key activities that possess OHF risks</i>

		Conduct training and Awareness sessions
Product Quality Committee	<i>Mohamed Ebrahim</i>	Quality lab measures and tests Ensure the inputs and outputs meets the standard and customer expectations
Human Rights Committee	<i>Ahmed Shetewy</i>	Ensure that there is no any human rights issues such as child and forced labor whether internal or across the supply chain
Risk Management Committee	<i>Amgad Darwish</i>	Assess any risks that can possess financial losses in any of the company activities or external issues Find mitigation plan

Reporting Lines to INTRO Resource Recovery Holding	
Reporting Frequency to Parent Company	<i>Quarterly</i>
ESG Reporting Submitted to INTRO	<i>Yes</i>
Key Performance Areas Reported	<i>Quality</i> <i>Human rights</i> <i>Governance</i> <i>Environmental indicators</i>
Oversight Mechanism	<i>Periodically meetings</i>

Anti-Corruption & Compliance

Bariq upholds the highest standards of ethical business conduct. The company has a formal Anti-Corruption Policy that applies to all employees, management, and business partners.

Anti-Corruption Policy Summary	
Anti-Corruption Policy in Place	<i>Yes</i>
Policy Last Reviewed / Updated	<i>Aug 2025</i>
Employees Trained on Anti-Corruption (%)	<i>15%</i>
Whistleblowing / Reporting Mechanism	<i>Emails</i> <i>Direct calls with the compliance Department</i>

Confidential Reporting Mechanism Available Yes

Compliance Monitoring — 2025

Compliance Area	Audits Conducted	Non-Conformances	Status
Environmental Compliance	ISO 14001	1	Certified
Labor & Social Compliance	SMETA Audit	0	Passed
Food Safety & Quality	BRC	0	Certified
Data Privacy & Cybersecurity	ISO 27001	1	Certified
Energy & Climate	ISO 50001	0	Certified

Incidents & Non-Conformances — 2025

Indicator	2024	2025
Total Compliance Incidents Reported	0	0
Corruption / Bribery Cases	0	0
Regulatory Fines or Penalties	0	0
Non-Conformances Identified	0	0
Non-Conformances Resolved (%)	0	0
Legal Actions Pending	0	0

Risk Management

Bariq systematically identifies, assesses, and manages sustainability-related risks across its operations and supply chain. The table below captures the key risks identified in 2025 and the corresponding mitigation measures.

Risk Management Overview

Risk Assessment Framework Used	ISO 31000
Risk Assessments Conducted in 2025	3
Total Risks Identified	8
High-Priority Risks	2
Risks with Active Mitigation Plans (%)	100 %

Sustainability Risk Register — 2025					
Risk Category	Risk Description	Likelihood	Impact	Mitigation Measure	Owner
Environmental	Wastewater discharge non-compliance due to increased production volumes	Medium	High	Regular effluent monitoring, wastewater treatment upgrade, quarterly EHS audits	HSE Manager
Climate	Rising energy costs and grid instability impacting production continuity	High	High	Expansion of CHP services, energy efficiency program, backup power planning	Maintenance Manager
Supply Chain	Shortage or price volatility of post-consumer PET bales from local collectors	High	High	Dual sourcing strategy (local + imported bales), DAWAR & Resort supplier diversification	Procurement Manager
Regulatory	Changes in Egyptian environmental or food-safety regulations affecting rPET approvals	Medium	High	Active monitoring of regulatory updates, ongoing engagement with EFSA & FDA, legal counsel	Compliance & Sustainability Manager
Operational	Equipment breakdown in key recycling lines (Starlinger / AMUT / TOMRA) causing production halt	Medium	High	Preventive maintenance schedule, spare parts inventory, supplier service agreements	Maintenance Manager
Reputational	Negative media coverage linked to supply chain labor practices or child labor allegations	Low	High	DAWAR & REsort real-time monitoring, annual SEDEX/SMETA audit, supplier code of conduct	Compliance & Sustainability Manager
Financial	Egyptian pound fluctuation impacting cost of imported inputs and export revenue margins	High	Medium	Foreign currency hedging strategy, diversified customer base across Europe and US	Chief Finance Officer
Social / HR	High employee turnover in operational roles affecting productivity and quality standards	Medium	Medium	Competitive compensation review, training & development program, employee engagement surveys	HR Manager

10. Stakeholder Engagement

Bariq engages with a diverse range of stakeholders whose interests intersect with its business activities and sustainability performance.

Key Stakeholder Groups

Stakeholder Group	Engagement Method	Key Topics
Customers (Europe & US)	Audits, certifications, sustainability questionnaires	Product quality, traceability, circularity
Employees	Surveys, CAP program, training	H&S, development, sustainability awareness
Waste Pickers & Collectors	DAWAR & Resort platforms, direct engagement	Fair prices, safe conditions, supply continuity
Regulatory Bodies	Compliance reporting, inspections	Environmental permits, food safety, labor
Parent Company (INTRO)	Management reporting, governance	Financial & ESG performance
International Partners	Ecoembes, HSBC, technology suppliers	Circularity, financing, technology
Local Community	CAP awareness program	Environmental education, plastic recycling


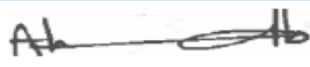
11. Appendices

Appendix A — Glossary of Terms

Term	Definition
rPET	Recycled Polyethylene Terephthalate — PET plastic that has been recycled from post-consumer bottles
PET	Polyethylene Terephthalate — a type of plastic commonly used in beverage bottles
GHG	Greenhouse Gas — gases that trap heat in the atmosphere, including CO ₂ , methane, and N ₂ O
Scope 1	Direct GHG emissions from owned or controlled sources
Scope 2	Indirect GHG emissions from purchased energy
Scope 3	All other indirect GHG emissions in the value chain
GRI	Global Reporting Initiative — international standards for sustainability reporting
GRS	Global Recycling Standard — certification for recycled content and chain of custody
EFSA	European Food Safety Authority
FDA	US Food and Drug Administration
DAWAR	Blockchain-based traceability platform developed by Environ Services
CAP	Contribution & Awareness Program — Bariq's community sustainability education initiative
EHS	Environment, Health & Safety
MENA	Middle East and North Africa

Appendix C — Contact Information

Department	QA & Sustainability Department
Company	Bariq Egypt
Address	6th of October City, Giza, Egypt
Email	mostafa_abdelhady@bariq-eg.com ahmed_Elshahat@bariq-eg.cim
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Report Year	2025

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Date: 27/01/2026	Date: 27/01/2026 _____