YELLOW DOOR ENERGY

SUSTAINABILITY REPORT 2024

Turning Ambition into Action:
Advancing a Just Energy Future

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Leadership Message

Group CEO Message

We are proud to present Yellow Door Energy's third annual Sustainability Report, prepared in line with the Global Reporting Initiative (GRI) Standards and aligned with the IFC Performance Standards. In 2024, we enhanced the transparency of our reporting by conducting a materiality assessment refresh, which allowed us to refine and focus our priorities on the issues that matter most to our stakeholders and our business. This sharper focus strengthens our ability to deliver on our sustainability priorities and continuously improve our environmental performance.

The past year was marked by strong growth and meaningful impact. We expanded our renewable energy portfolio to 152.8 megawatts across 81 projects, representing a significant growth by 28.8 MWp and 24 new projects compared to 2023. Through the renewable electricity generated by our operational solar projects, Yellow Door Energy enabled the avoidance of approximately 91,420 tonnes of CO_2e in 2024, demonstrating the tangible climate impact of our work and our contribution to reducing reliance on fossil fuel-based grid electricity. This progress reflects the trust our customers place in us to provide reliable, affordable and sustainable energy solutions across six countries. We are equally proud of our commitment to health and safety, achieving zero Lost Time Injury Frequency Rate (LTIFR) for our employees and reporting no incidents of non-compliance related to data privacy, anti-bribery and corruption, or discrimination.

Our dedication to a just energy transition is demonstrated through our social impact initiatives. In Jordan, Project Daw reached a major milestone with the training and graduation of young people in Al Mafraq and the successful commissioning of a solar plant at the Princess Basma Community Center, providing clean energy and reducing costs for over 100 community members. In South Africa, we advanced Project Lumen30, securing funding and partners and finalizing a comprehensive training program that will begin in 2025 to empower 30 young people in Alexandra Township and deliver a solar system to a local community organization. Together with Project Lumen30, these initiatives reflect our belief that renewable energy development must also create opportunities for youth and lasting community benefits.

Our progress has been recognized internationally. In 2024, Yellow Door Energy received the World Bank and RENEW MENA Women Empowerment in Energy Sector Award, was named Solar Company of the Year – Developer (C&I) by SolarQuarter, and celebrated our Dubai solar project being honored as Solar Project of the Year – C&I. These awards affirm the positive impact of our work and highlight our role in shaping a more sustainable and inclusive energy future.

As we look ahead, we will continue scaling our renewable energy portfolio, advancing energy storage, and deepening our partnerships with local communities. Together with our employees, customers and stakeholders, we are building a future that is cleaner, more resilient and more inclusive for generations to come.

Jeremy Crane
Group CEO, Yellow Door Energy

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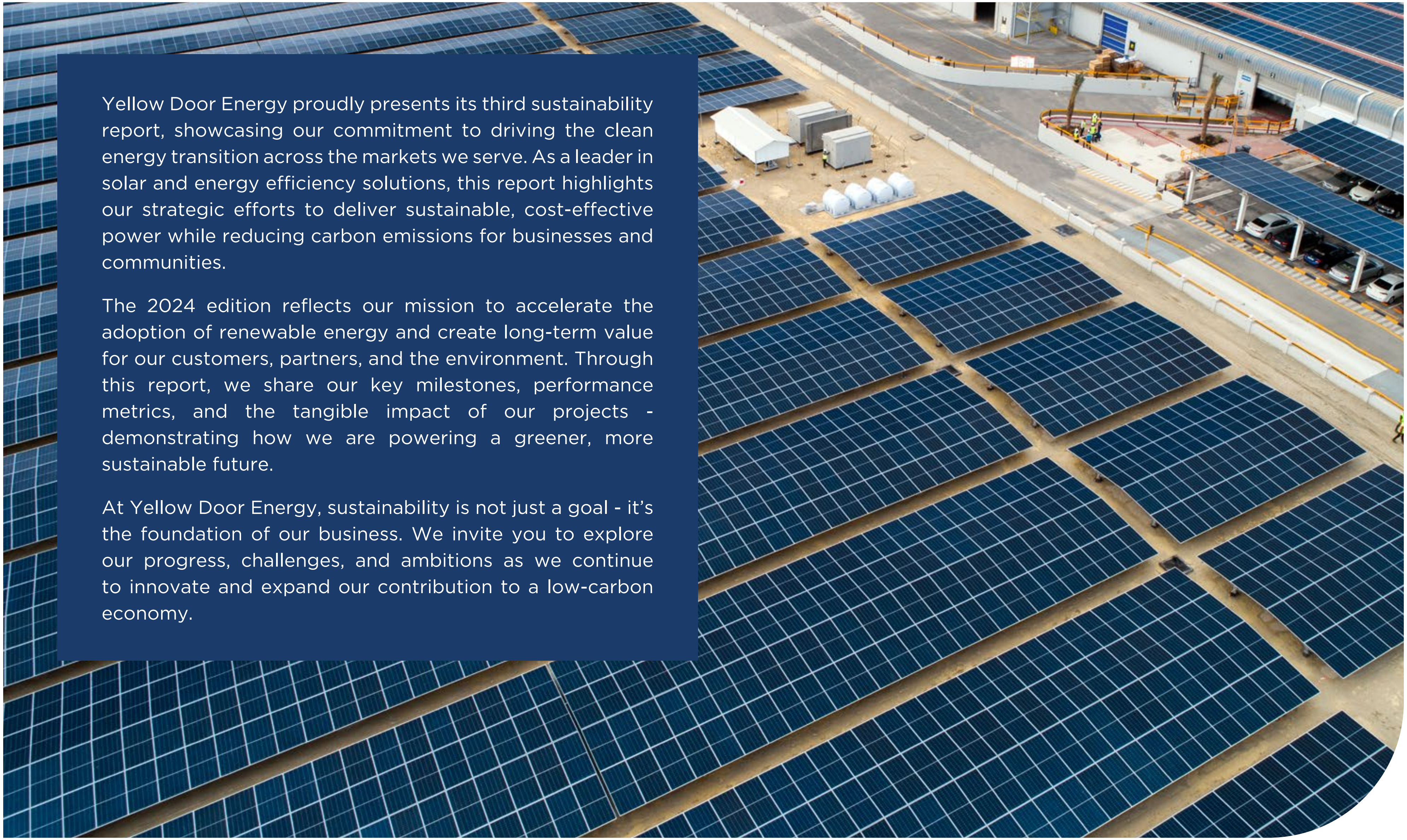
About This Report



Yellow Door Energy proudly presents its third sustainability report, showcasing our commitment to driving the clean energy transition across the markets we serve. As a leader in solar and energy efficiency solutions, this report highlights our strategic efforts to deliver sustainable, cost-effective power while reducing carbon emissions for businesses and communities.

The 2024 edition reflects our mission to accelerate the adoption of renewable energy and create long-term value for our customers, partners, and the environment. Through this report, we share our key milestones, performance metrics, and the tangible impact of our projects - demonstrating how we are powering a greener, more sustainable future.

At Yellow Door Energy, sustainability is not just a goal - it's the foundation of our business. We invite you to explore our progress, challenges, and ambitions as we continue to innovate and expand our contribution to a low-carbon economy.

INFORMATION COVERED

This report details our sustainability performance for the 2024 financial fiscal year, from 1 January to 31 December 2024.

Any mention of Yellow Door Energy, YDE, the company, or the organization in this report refers to Yellow Door Energy unless stated otherwise.

REPORTING FRAMEWORKS

This report has been prepared in accordance with the GRI Standards, incorporating sector-specific considerations for renewable energy and sustainable infrastructure. Our disclosures reflect Yellow Door Energy's alignment with and contribution to the UN Sustainable Development Goals (SDGs), while also adhering to the 10 Principles of the United Nations Global Compact (UNGC) and the IFC Performance Standards. Additionally, we utilize the GCC ESG Metrics to ensure regional relevance and comparability. Our emissions reporting follows the GHG Protocol, ensuring rigorous and measurable sustainability performance. By integrating these globally recognized frameworks with local and regional priorities, Yellow Door Energy reinforces its commitment to transparency, accountability, and impactful sustainability leadership.

DATA COLLECTION AND REPORTING APPROACH

This report presents data collected from relevant YDE functional units and publicly available external sources specific to our sustainability landscape. Sustainability metrics and their definitions adhere to the GRI Standards 2021. The content of the report underwent a thorough multi-tiered review process, engaging leaders from the relevant functional units and culminating with an assessment by the Board's Sustainability Committee.

This report was prepared with technical support from Climate Balanced, which provided assistance in data analysis, stakeholder engagement, and alignment with GRI Standards.

FEEDBACK AND SUGGESTIONS

We encourage all stakeholders to share their feedback on our activities, operations, sustainability performance, impacts, and commitments. For any comments or feedback, please contact us at: Sustainability@yellowdoorenergy.com.

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YDE at a Glance

ABOUT THE COMPANY

Yellow Door Energy (YDE) was founded in 2015 with a goal to provide clean energy solutions for commercial and industrial businesses. Less than a decade and over 450,000 modules later, we have provided almost 840,000 MWh of clean energy in the Middle East and beyond. Our solutions have enabled businesses to reduce energy costs, improve power reliability and lower carbon emissions, bringing them closer to their Net Zero targets.

Chart #1: Growth in number of commissioned projects from 2017 to 2024

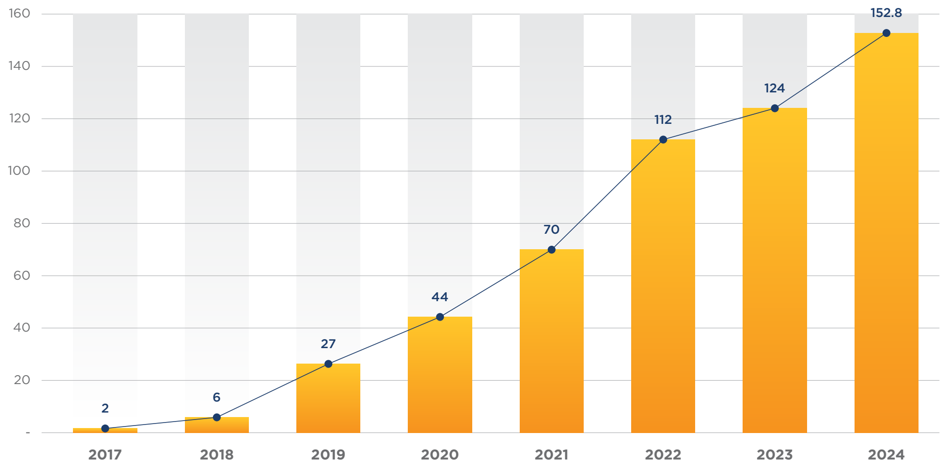


Chart #2: Growth in MWp from 2017 to 2024

OUR GLOBAL OFFICES

UAE

Founded in the UAE in 2015, YDE established its first project in Dubai a year later. YDE today operates in most of the Emirates, with 208 GWh of clean energy generated within the country so far. In 2024, YDE's key projects in UAE were Aldar, Agthia (Al Ain Water, Emirates Dates) and Pure Health. As of the end of 2024, YDE has over 43 MWp solar and hybrid projects in the UAE. Having an established presence in the market enables YDE to pilot innovative products in the market.

Saudi Arabia

Yellow Door set up office in the Kingdom in 2021, with the goal to be part of the country's ambitious energy diversification plans. YDE expanded the team and secured first contracts, SIG and Tamimi in 2023. The projects are under construction in 2024. The solar energy market in Saudi Arabia is projected to experience substantial growth over the next five years, driven by government initiatives and policies aimed at increasing renewable energy capacity.

Jordan

Yellow Door opened its office in Amman in 2016, completing its first project financing program in 2017. Since then, YDE has generated 586 GWh of uninterrupted green energy to A-tier customers such as Majid Al Futtaim, Umniah and Safeway. YDE also supports local talent through Project Daw, a social initiative to educate and upskill Jordanian youth in renewable energy training.

Bahrain

The YDE office in Bahrain was established in 2020. The following year, YDE was awarded its first project, Bahrain Mall, the country's largest commercial solar project developed by an independent power producer. YDE was also awarded Bahrain Steel at 110 MW, marking the largest industrial-scale on-site solar projects in the world. Total operating projects in Bahrain is 18 MWp that produced 31 GWh annual of solar energy in 2024. Bahraini customers' appetite to clean their supply chain provides further opportunities for YDE in Bahrain.

Oman

With the landmark Majid Al Futtaim project, YDE opened its office in Oman in 2023 and completed first projects in 6 locations in 2024. With continued support from the government and increasing interest from the private sector, the solar market is emerging in Oman, a country with historical reliance on fossil fuels.

South Africa

South Africa has been suffering from energy insecurity despite its solar irradiation potential. YDE opened its office in Johannesburg in 2022 with the goal to support South Africa's energy transition. YDE signed two 24.5 MWp deals with PPC and PowerX for its large site in Leeudoringstad in 2024.

OUR CORE VALUES

Vision

To power companies in emerging economies reliably, efficiently and sustainably.

Mission

Become the leading sustainable energy partner for businesses, serving commercial and industrial customers in the Middle East and Africa.

Services

Provide solar leases / power purchase agreements to leading businesses, helping them significantly slash their energy costs, become more resilient and decarbonize their operations.

YELLOW DOOR ENERGY

The name Yellow Door Energy signifies the yellow color and energy of the sun and its rays and opening the door to new opportunities.

OUR BUSINESS MODEL AND VALUE CHAIN

Yellow Door Energy is dedicated to accelerating the clean energy transition through the development, financing, construction, and operation of renewable energy assets, with a primary focus on solar photovoltaic (PV) solutions. We complement our solar offerings with energy efficiency initiatives and storage solutions, providing businesses with reliable, cost-effective, and sustainable energy alternatives. Our integrated approach ensures we deliver comprehensive clean energy solutions tailored to meet our clients' specific needs while supporting global decarbonization efforts.

Our value chain spans the entire project lifecycle, from initial development and permitting to long-term operation and maintenance. We identify optimal sites, secure necessary approvals, and structure competitive financing to bring projects to fruition. Through strategic global procurement, we source high-quality solar modules, inverters, and other critical components from Tier 1 manufacturers. We collaborate with experienced Engineering, Procurement, and Construction (EPC) contractors and local service providers to ensure efficient project execution. Once operational, our dedicated team manages assets to maximize performance and longevity, delivering consistent value to our clients over the project lifespan.

We specialize in Commercial & Industrial (C&I) solar PV solutions, serving private sector clients across the UAE, Saudi Arabia, Oman, Bahrain, South Africa, and Jordan. Our projects empower businesses - including multinational corporations, industrial facilities, shopping malls, logistics hubs, and commercial buildings - to reduce energy costs, enhance sustainability, and achieve their decarbonization goals. Clients typically access solar energy through on-site generation or distributed power purchase agreements (PPAs), often structured as long-term solar leases that provide immediate cost savings and energy security without upfront capital investment.

Yellow Door Energy maintains a robust and responsible supply chain, partnering with leading global manufacturers for equipment while engaging local contractors for construction and site services. This approach ensures high-quality project delivery while supporting regional economic growth. Our key business relationships remain stable, with continued collaboration with regulators, financial institutions, EPC contractors, O&M providers, and sustainability consultants. We also work closely with certification bodies for ISO and sustainability reporting, as well as with clients to support their carbon reporting and green energy initiatives.

Compared to the previous reporting period, there have been no significant changes in our sector, value chain, or key business relationships. Our operations continue to focus on delivering reliable solar PV solutions through established partnerships and long-term PPAs. This consistency enables us to maintain operational efficiency while scaling our impact, helping businesses transition to clean energy and reduce their environmental footprint. Through our sustainable business model and end-to-end value chain, Yellow Door Energy remains committed to driving the energy transition while delivering measurable economic and environmental benefits to our stakeholders.

OUR SHAREHOLDERS

YDE's leading global shareholders are a testament to the quality and high standards that the Company follows. Our four major shareholders power our PPA business model, and have clear sustainability strategies behind their investments throughout their investment portfolios. For more information on our shareholders, please visit our website at www.yellowdoorenergy.com.

OUR SCOPE OF SERVICES

YDE provides a turnkey solution to customers that covers the operating life cycle of a solar power plant - starting from the initial engineering design stage, covering project management, procurement, financing, construction, all the way to the asset management stage during which YDE is responsible for the operation and maintenance of the system.

Financing Solutions

We finance solar plants and energy equipment upgrades:

- New solar investments with solar lease and bilateral power purchase agreements (PPAs)
- Battery and other reliability and time-shifting related equipment
- Energy efficiency optimization and maximization of potential savings with our PPAs

Technical Solutions

We optimize the performance of energy systems:

- Operation and maintenance services: Regular cleaning of solar panels, scheduled system upgrades
- Smart data analytics: Real-time monitoring of system performance
- Demand management services to optimize energy efficiency

Asset Management Solutions

We provide the most suitable technical solutions for customer needs:

- Rooftop, ground-mount, carport solar photovoltaic (PV) systems
- EV charging stations
- Solar wheeling systems
- Hybrid solar systems: combination of solar with battery storage and/or generators for both on-grid and off-grid applications
- LED lighting & control
- Solar powered air conditioning
- Solar powered water treatment

AWARDS AND ACCOLADES

2024

- **World Bank and RENEW MENA** – *Women Empowerment in Energy Sector* – Yellow Door Energy
- **Al Bilad CSR Award Bahrain** – *Environmental Category* – Yellow Door Energy
- **SolarQuarter** – *Solar Company of the Year – Developer (C&I)* – Yellow Door Energy
- **SolarQuarter** – *Best Solar Project of the Year – C&I* – Yellow Door Energy, Dubai Investment Real Estate, Al Mujama
- **SolarQuarter** – *Grand Masters Awards – Excellence in Solar Project Management: C&I* – Yellow Door Energy
- **SolarQuarter** – *Power 100 Middle East Leaders* – Jeremy Crane
- **EnergyBox** – *CEO of the Year* – Jeremy Crane

2023

- **Bahrain Smart Cities** – *Renewable Energy Award* – Yellow Door Energy and the Bahrain Mall
- **Middle East Solar Industry Association (MESIA)** - *Leadership Achievement in Solar* – Jeremy Crane
- **MESIA** - *C&I and Residential Solar Project (Swiss School)* - Yellow Door Energy
- **MESIA** - *Visual Media (Project Daw)* - Yellow Door Energy

2022

- **MESIA** – *Solar Woman of the Year* – Tania Jarjur
- **EQ Solar** – *Distributed Solar Project Developer of Year for UAE* – Yellow Door Energy

2021

- **Solar Quarter** – *Grand Master Award* – Jeremy Crane
- **Solar Quarter** – *Project Developer of the Year: Industrial* – Yellow Door Energy
- **MESIA Solar Entrepreneur of the Year** – Jeremy Crane
- **MESIA Solar Project of the Year** – Classic Fashion / Yellow Door Energy
- **MESIA Solar Photo of the Year** – Al Nabooda Automobiles / Yellow Door Energy
- **EQ Solar** – Rooftop Developer of the Year
- **EQ Solar** – *CTO of the Year* – Leandro Bento
- **EQ Solar** – *Woman of the Year in Rooftop Solar* – Tania Jarjur
- **EQ Solar** – *Clean Energy Champion* – Hira WalRaven Solar Project
- **LinkedIn Top 10 Companies on the Rise** – Yellow Door Energy

2020

- **Forbes Middle East's Top 15 Most Sustainable Companies in the Middle East** – Yellow Door Energy

2016

- **MESIA Solar Pioneer** – Jeremy Crane

COMPANY MILESTONES

2015

Founded in the UAE to provide affordable clean energy to commercial and industrial markets.

2016

Awarded our first project in the UAE and established our Jordan company.

2017

Completed our project financing program in Jordan.

2018

Developed solar plants for Nestlé, Al Nabooda Automobiles and others while building a world-class customer pipeline.

2019

Raised $65 million, secured 70 MWp of solar projects.

2020

Established office in Bahrain, continued growing customer pipeline.

2021

Awarded first project in Bahrain and entered Saudi Arabia.

2022

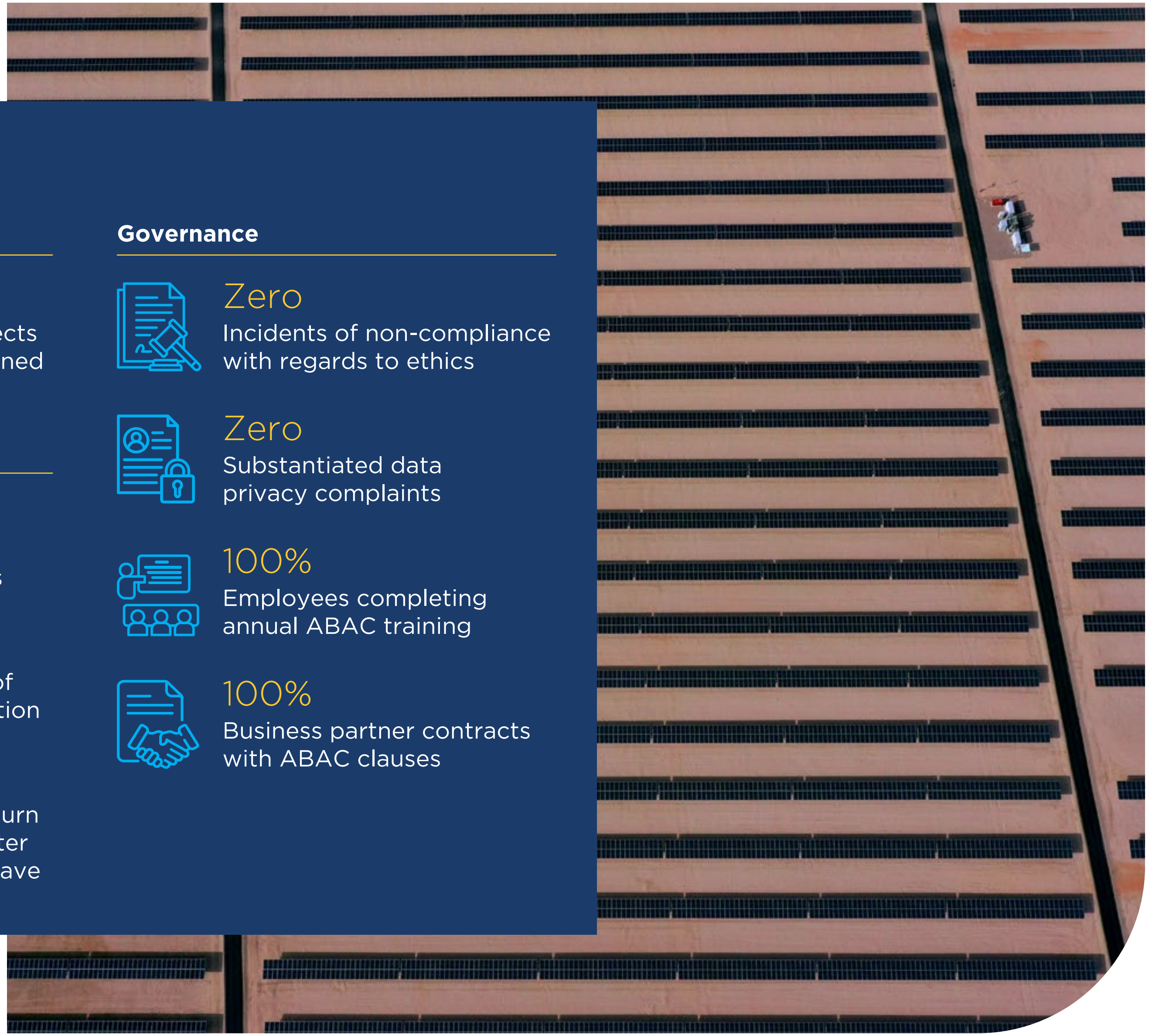
Welcomed Actis as a majority shareholder, entered South Africa and achieved 200+ MWp awarded solar projects.

2023

Signed our first project in South Africa, started building first hybrid project whilst rapidly expanding customer-base.

2024

Commissioned 27 solar projects across 3 countries, adding 32.7 MWp to operating portfolio. Received 6 industry awards.



KEY PERFORMANCE HIGHLIGHTS

Environmental

2.25
Emissions intensity ratio

27
Solar projects commissioned

Social

25%
Female senior managers

0
LTIFR for employees

30%
Female employees

Zero
Incidents of discrimination

Zero
Health and safety grievances

100%
Rate of return to work after parental leave

Governance

Zero
Incidents of non-compliance with regards to ethics

Zero
Substantiated data privacy complaints

100%
Employees completing annual ABAC training

100%
Business partner contracts with ABAC clauses

04

Embedding Sustainability in Our Business

SUSTAINABILITY DRIVING OUR ACTIONS, PERFORMANCE, AND PROGRESS

At Yellow Door Energy, sustainability is embedded in both our projects and our business practices. With each reporting cycle, our ambition grows stronger to ensure that sustainability considerations are not only principles we endorse but actions we integrate across every aspect of our operations.

Our Sustainability Committee and sustainability strategy play a central role in translating these aspirations into practice. By aligning everyday business activities, key performance indicators, and internal processes with sustainability objectives, the group ensures that sustainability is understood in clear, department-specific terms such as energy efficiency, quality, health, safety, social and environment (QHSSE), employee well-being, and community engagement. In 2024, the group advanced its work by focusing on turning commitments into measurable outcomes through cross-departmental dialogue and strategic external partnerships.

Our approach is guided by internationally recognized frameworks. The United Nations Sustainable Development Goals (SDGs) remain at the heart of our sustainability strategy, which are closely aligned with the UN Global Compact's Ten Principles and the International Finance Corporation's (IFC) Performance Standards, which provide a strong foundation for responsible business conduct. Together, they remind us that YDE's operations are directly connected to the societies and environments in which we operate and indirectly through our supply chain.

By building on this framework, YDE continues to refine its sustainability objectives, ensuring that our projects deliver meaningful environmental and social impact while supporting long-term business resilience.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a core part of how we operate and grow. Our sustainability journey has been shaped in close collaboration with shareholders, who have guided the development of structured processes for communication, escalation, and integration of sustainability-focused environmental, social and governance (ESG) topics across our business.

As sustainability considerations have become central to global investment decision making, our stakeholders, including shareholders and lenders, expect transparent reporting and accountability. Meeting these expectations has driven us to refine our sustainability practices and ensure that sustainability remains an integral part of our decision-making processes.

To ensure that our sustainability approach remains relevant and impactful, we regularly review the issues that matter most to our people and our partners. In 2024, this process included a materiality refresher, where employees from across the company were invited to share their views on sustainability priorities through structured surveys. Their feedback not only confirmed which topics should remain central to our strategy but also allowed us to refine and streamline the list of material topics. By reducing the number of topics, we ensured that our focus is directed toward the areas where YDE can create the greatest impact for our stakeholders and communities.

Beyond the investment community, YDE actively collaborates with regulators, grid operators, contractors, clients, and local communities. This collective approach ensures that our projects address region specific challenges, deliver tangible community benefits, and contribute to the reliable expansion of renewable energy.

Through this continuous dialogue, we align our priorities with stakeholder needs, strengthen our ability to manage risks and opportunities, and deliver long term value across the markets we serve.

Internal Stakeholders:

- Employees
- Management and Leadership
- Board of Directors

External Stakeholders:

- Clients
- Contractors and Partners
- Suppliers
- Regulators and Government Authorities
- Local Communities
- Shareholders, Investors, and Lenders

MATERIALITY ASSESSMENT

GRI 3-1

As we issue our third sustainability report, 2024 reflects the company's commitment to continuously strengthening structured, transparent, and accountable sustainability practices. Building on our previous materiality assessments conducted in 2022, this year we carried out a materiality refresher to validate the ESG topics most relevant to our business and stakeholders.

The refresher was designed in line with the principles and disclosure requirements of the GRI Standards (2021) and focused on reaffirming the relevance of existing topics while identifying any shifts in priorities. The process followed these steps:

01 Desktop Review & Benchmarking

Existing sustainability disclosures were reviewed alongside sustainability reports from peer renewable energy developers and utilities to capture sector trends and emerging issues.

02 Alignment with International Frameworks

Topics were validated against global standards, including the GRI Standards (2021) and the UN Sustainable Development Goals (SDGs), to ensure consistency with international best practice.

03 Internal Stakeholder Survey

Input was gathered exclusively from internal stakeholders through a structured survey, capturing perspectives across departments on current ESG priorities, risks, and opportunities.

04 Materiality Mapping

Survey results were analyzed to validate the significance of topics to Yellow Door Energy's business strategy and stakeholder relevance.

05 Leadership Validation

The updated materiality matrix was reviewed and endorsed by senior management.

By engaging internal stakeholders, this refresher ensured that YDE's material topics remain accurate, representative, and strategically relevant. The results provide a strong foundation to guide our sustainability strategy, performance monitoring, and continuous improvement across all areas of our operations.

OUR MATERIAL TOPICS

GRI 3-2, GRI 3-3

Through the 2024 materiality refresher, Yellow Door Energy identified the Environmental, Social, and Governance (ESG) topics most critical to our long-term success. These topics reflect where our business creates the greatest impact, faces the most relevant risks, and unlocks the strongest opportunities.

They serve as the foundation of our sustainability strategy, shaping how we set priorities, allocate resources, and track performance over time. To highlight our role in advancing global sustainable development, each material topic has been mapped against the relevant United Nations Sustainable Development Goals (SDGs).

	Material Topic	Description	SDGs
ENVIRONMENT	Clean Energy Deployment	The construction and operation of renewable energy projects that expand clean energy capacity and increase the share of renewables in customers' energy mix.	7 Affordable and Clean Energy; 9 Industry, Innovation and Infrastructure; 13 Climate Action
	Circularity	The application of circular economy principles in renewable energy projects by reusing, repairing, and recycling equipment and materials to minimize waste and resource use.	9 Industry, Innovation and Infrastructure; 12 Responsible Consumption and Production
	Water Management	The efficient and sustainable management of water use in project development, operations, and maintenance, ensuring minimal environmental impact.	6 Clean Water and Sanitation; 12 Responsible Consumption and Production
	Carbon Emissions	The management and reduction of direct and indirect greenhouse gas emissions across operations and supply chains while supporting customer decarbonization.	7 Affordable and Clean Energy; 13 Climate Action
	Biodiversity Protection	The safeguarding of ecosystems and species in project areas to prevent biodiversity loss and ensure sustainable environmental benefits.	15 Life on Land
	Climate Action	Mitigating greenhouse gas emissions through renewable energy deployment and adapting operations to the risks posed by climate change.	13 Climate Action; 17 Partnerships for the Goals

SOCIAL	Diversity, Equity and Inclusion	Ensuring equal treatment and opportunities for all employees and fostering a diverse, fair, and inclusive workplace culture.	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
SOCIAL	Employee Development and Satisfaction	Promoting continuous learning, skill development, and career growth opportunities to enhance employee satisfaction and performance.	4 QUALITY EDUCATION; 8 DECENT WORK AND ECONOMIC GROWTH
SOCIAL	Local Community Impact	Managing the social and economic effects of operations on local communities, including job creation, partnerships, and community engagement.	1 NO POVERTY; 8 DECENT WORK AND ECONOMIC GROWTH; 11 SUSTAINABLE CITIES AND COMMUNITIES
SOCIAL	Health and Safety	Protecting employees, contractors, and stakeholders from workplace hazards through rigorous health and safety policies and procedures.	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
SOCIAL	Human Rights	Respecting and upholding human rights across all business operations and supply chains, including fair labor practices and non-discrimination.	8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
GOVERNANCE	Responsible Supply Chain and Procurement	Integrating environmental, social, and ethical considerations into supplier selection and procurement processes to ensure responsible sourcing.	8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
GOVERNANCE	Corporate Governance	Ensuring accountability, transparency, and effective oversight through strong governance structures, policies, and practices.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
GOVERNANCE	Ethics, Integrity and Compliance	Maintaining ethical business conduct and complying with all relevant laws, regulations, and internal policies.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
GOVERNANCE	Enterprise Risk Management	Identifying, assessing, and managing risks to safeguard strategic objectives, operational resilience, and business continuity.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 13 CLIMATE ACTION

SUSTAINABILITY REPORTING FRAMEWORKS

GRI

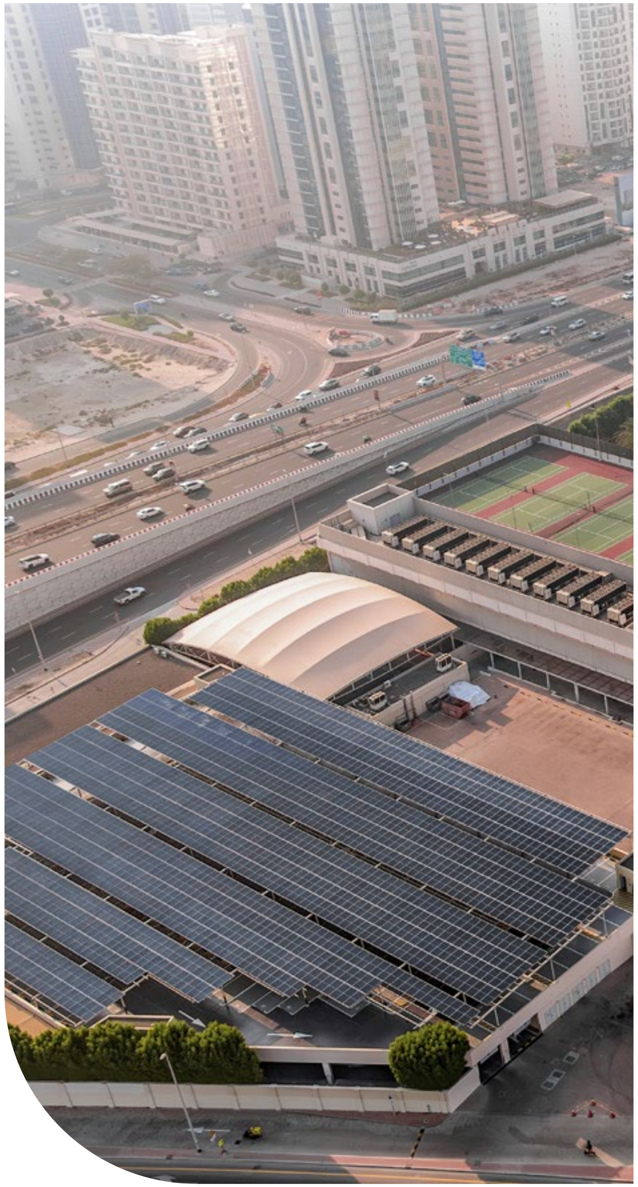
Global Reporting Initiative

To ensure transparent and internationally aligned sustainability reporting, this report has been prepared in accordance with the GRI Standards (2021). As part of the materiality refresher, we identified the issues within the GRI framework that are most relevant to Yellow Door Energy's operations and stakeholders. Key topics include clean energy deployment, carbon emissions, climate action, local community impact, health and safety, human rights, responsible supply chain, corporate governance, and ethics and compliance. These priorities form the foundation of our sustainability strategy and shape the way we track and communicate performance.

SUSTAINABLE DEVELOPMENT GOALS

United Nations Sustainable Development Goals

In preparing this report, we aligned our material topics with the United Nations Sustainable Development Goals (SDGs) to ensure that our efforts contribute meaningfully to global priorities. Our activities directly support SDG 7 (Affordable and Clean Energy), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), and SDG 12 (Responsible Consumption and Production). These goals provide a framework for our long-term vision and guide the impact of our sustainability initiatives across the regions where we operate.



International Finance Corporation (IFC) Performance Standards

Yellow Door Energy also aligns its sustainability approach with the IFC Performance Standards on Environmental and Social Sustainability (2012), which are globally recognized benchmarks for managing environmental and social risks. These standards guide our efforts in promoting responsible business practices across our operations and supply chain. Key areas of alignment include:

- **PS1: Assessment and Management of Environmental and Social Risks and Impacts,** which underpins our overall sustainability management and stakeholder engagement practices.
- **PS2: Labor and Working Conditions,** which supports our focus on diversity, equity and inclusion, employee development, and safeguarding health and safety.
- **PS3: Resource Efficiency and Pollution Prevention,** which informs our initiatives on clean energy deployment, carbon emissions reduction, circularity, and water management.
- **PS4: Community Health, Safety, and Security,** which guides our work to ensure safe and positive impacts for communities where we operate.
- **PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources,** which strengthens our commitment to protecting ecosystems around our project sites.
- **PS7: Indigenous Peoples and PS8: Cultural Heritage** are considered where relevant, ensuring respect for Indigenous Peoples and cultural heritage in areas of operation.

By integrating the IFC Performance Standards, we reinforce our accountability to international best practices, strengthen risk management, and ensure that our projects deliver long-term value to stakeholders while upholding social and environmental integrity.

05

Protecting Our Planet

CLEAN ENERGY DEPLOYMENT AND CIRCULARITY

At Yellow Door Energy, our commitment to the environment underpins every aspect of our operations and decision-making. We recognize our responsibility in addressing climate change and are dedicated to supporting a sustainable future.

By embedding environmental considerations across our sustainability framework, we continually work to minimize our ecological footprint and enhance the positive impact of our activities.

Our environmental priorities focus on four key areas:

Advancing Renewable Energy Adoption
We drive the transition to renewable energy by developing and deploying solar solutions that enable businesses and communities to access clean, abundant power. These projects significantly reduce reliance on fossil fuels and contribute to lowering greenhouse gas emissions.

Sustainable Project Development
We pursue project development practices that prioritize sustainability, emphasizing the protection of ecosystems, responsible land use, and community benefits such as local economic empowerment and youth engagement.

Carbon Neutrality and Beyond
We are committed to mapping and managing our emissions across all operations, with the aim of achieving net zero by 2050. Our vision goes further than carbon neutrality, seeking opportunities to contribute positively to the environment through carbon-positive initiatives.

Community Engagement and Education
Our efforts extend beyond project sites to the communities we serve. Through education programs, workshops, and partnerships, we raise awareness of renewable energy and empower individuals and organizations to make informed, sustainable choices.

Through these commitments, we aim to lead by example, using solar energy as a catalyst for environmental progress and sustainable development.

CARBON EMISSIONS

In 2024, Yellow Door Energy continued to strengthen its commitment to measuring, managing, and reducing its carbon footprint across all operations. Building on the progress achieved in previous years, our emissions reporting provides a more comprehensive overview covering Scope 1 and Scope 2 emissions, along with efforts to quantify Scope 3 emissions across our value chain.

We follow the GHG Protocol methodology to calculate our emissions. The following table presents Yellow Door Energy's Scope 1 and Scope 2 emissions for 2022 to 2024, including total combined emissions and intensity metrics. You can read more about our calculations and methodology in YDE's Carbon Footprint Report 2024.

Years	Scope 1 (tCO_2e)	Scope 2 (tCO_2e)	Total Scope 1+2 Emissions (tCO_2e)	Full-Time Employees (FTE)	Emission Intensity (tCO_2e/FTE)
2022	14.19	67.38	81.57	128	0.64
2023	41.60	176.35	217.95	138	1.58
2024	46.30	219.58	265.88	118	2.25

We observed an increase in total greenhouse gas emissions in 2024 compared to previous years. This rise is primarily attributed to the expansion of operations, resulting in higher energy consumption and increased project activities. The increase should therefore be viewed in the context of business growth rather than reduced efficiency.

While absolute emissions grew, we remain committed to decoupling business growth from emissions growth. Through ongoing efficiency measures, renewable energy use, and closer collaboration with suppliers and partners, YDE aims to progressively reduce its emissions intensity over time and align its strategy with its Net Zero 2050 ambition.

In 2023, we began quantifying Scope 3 emissions to capture indirect impacts across the value chain, such as purchased goods and services, business travel, and waste generation. The calculated Scope 3 emissions amounted to around 3,305 tCO_2e in 2023 and 278 tCO_2e in 2024. While 2024 Scope 3 emissions are significantly lower than those of 2023, this difference is due to data limitations rather than an actual reduction in indirect emissions. The 2024 figure reflects a smaller subset of categories for which sufficient data was available. For instance, several categories or sub-categories included in 2023, such as Purchased Goods and Services, Waste Generated in Operations, and Downstream Leased Assets, were not fully included in the 2024 calculation due to incomplete data. Comprehensive Scope 3 coverage will resume as data availability improves across all reporting categories.

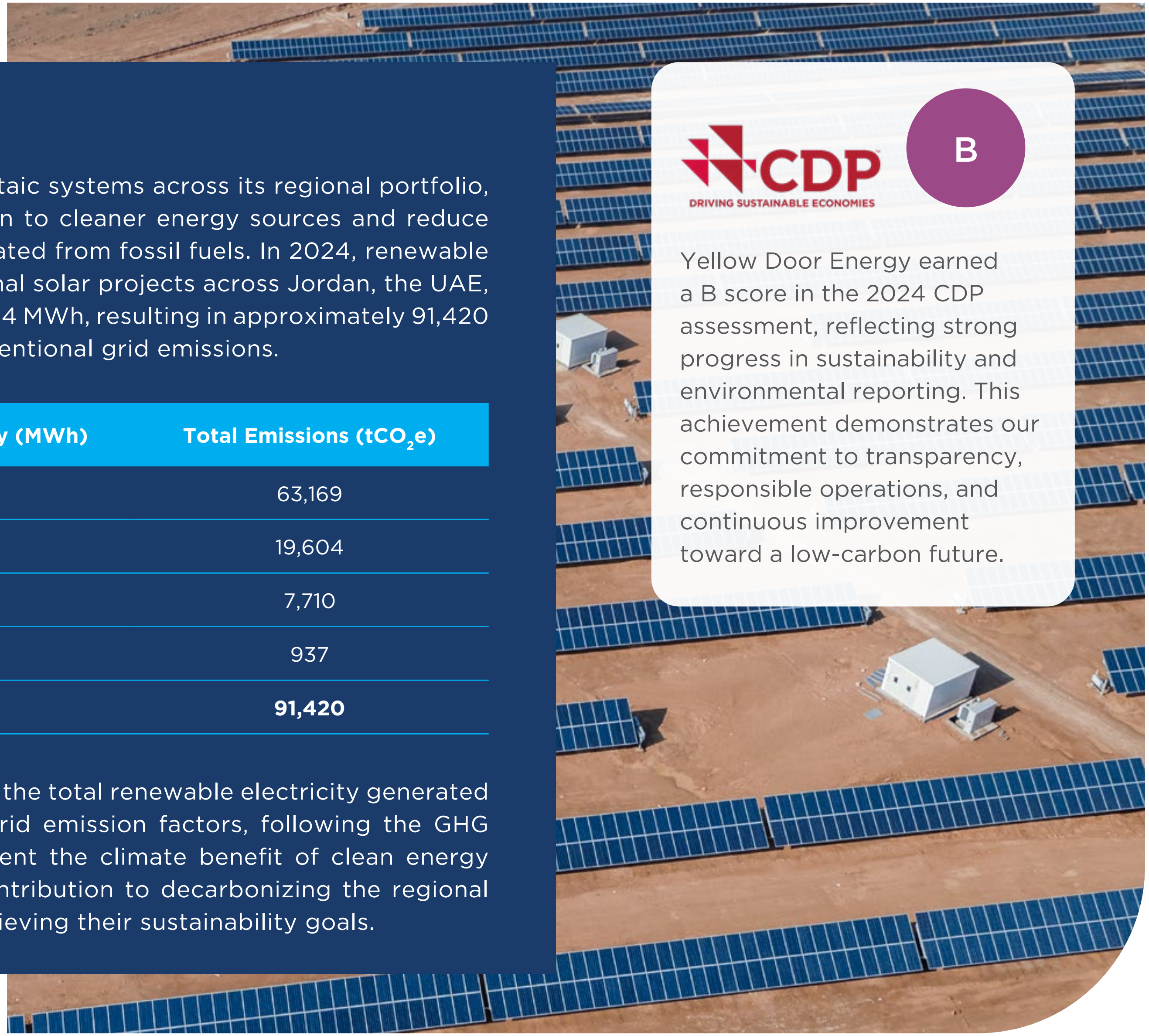
For detailed information on methodology, boundary definitions, and data coverage, please refer to our Carbon Footprint and Calculation Manual Reports available on our website. These reports provide a comprehensive explanation of the estimation process and the variations in scope between reporting years.

AVOIDED EMISSIONS

Through the deployment of solar photovoltaic systems across its regional portfolio, Yellow Door Energy helps clients transition to cleaner energy sources and reduce their dependence on grid electricity generated from fossil fuels. In 2024, renewable electricity generation from YDE's operational solar projects across Jordan, the UAE, Bahrain, and Oman reached a total of 248,514 MWh, resulting in approximately 91,420 tonnes of CO_2e avoided compared to conventional grid emissions.

Country	Generated Energy (MWh)	Total Emissions (tCO_2e)
Jordan	165,364	63,169
UAE	63,239	19,604
Bahrain	16,982	7,710
Oman	2,929	937
Total	**248,514**	**91,420**

Avoided emissions are calculated based on the total renewable electricity generated and the corresponding country-specific grid emission factors, following the GHG Protocol. These avoided emissions represent the climate benefit of clean energy generation, reflecting YDE's continued contribution to decarbonizing the regional power sector and supporting clients in achieving their sustainability goals.



CDP DRIVING SUSTAINABLE ECONOMIES

B

Yellow Door Energy earned a B score in the 2024 CDP assessment, reflecting strong progress in sustainability and environmental reporting. This achievement demonstrates our commitment to transparency, responsible operations, and continuous improvement toward a low-carbon future.

YDE NET ZERO PLAN

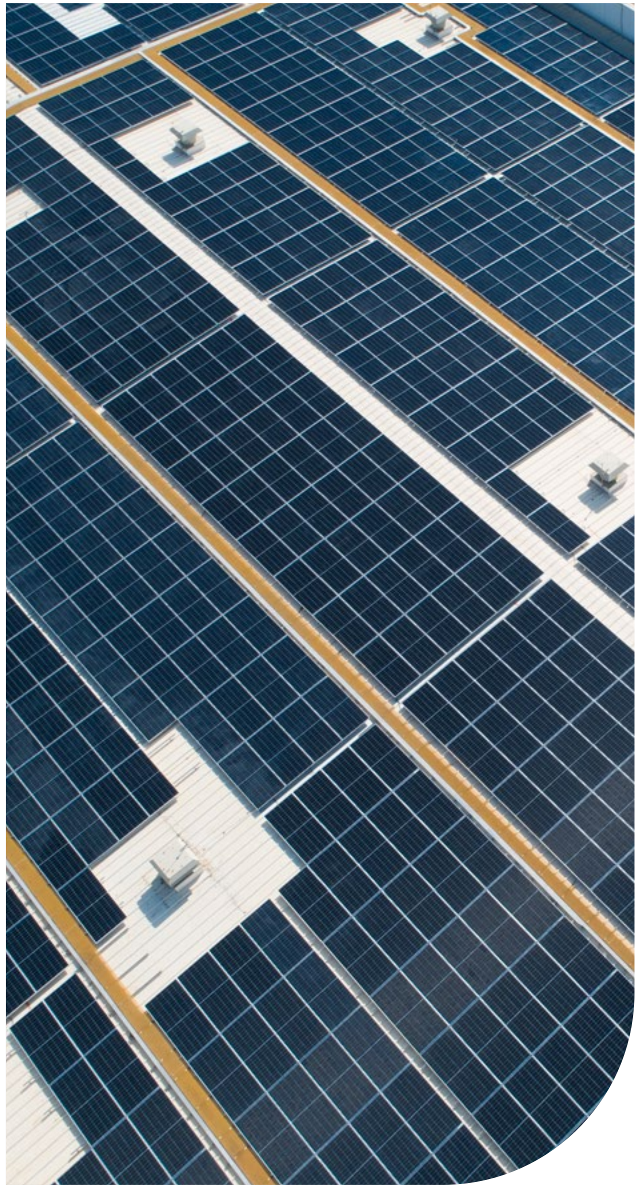
To support its efforts in reducing its carbon footprint, YDE has initiated the development of a Net Zero Plan, expected to be finalized in 2025. This process aims to strengthen YDE's understanding of its emissions profile and explore potential pathways for carbon reduction across its operations.

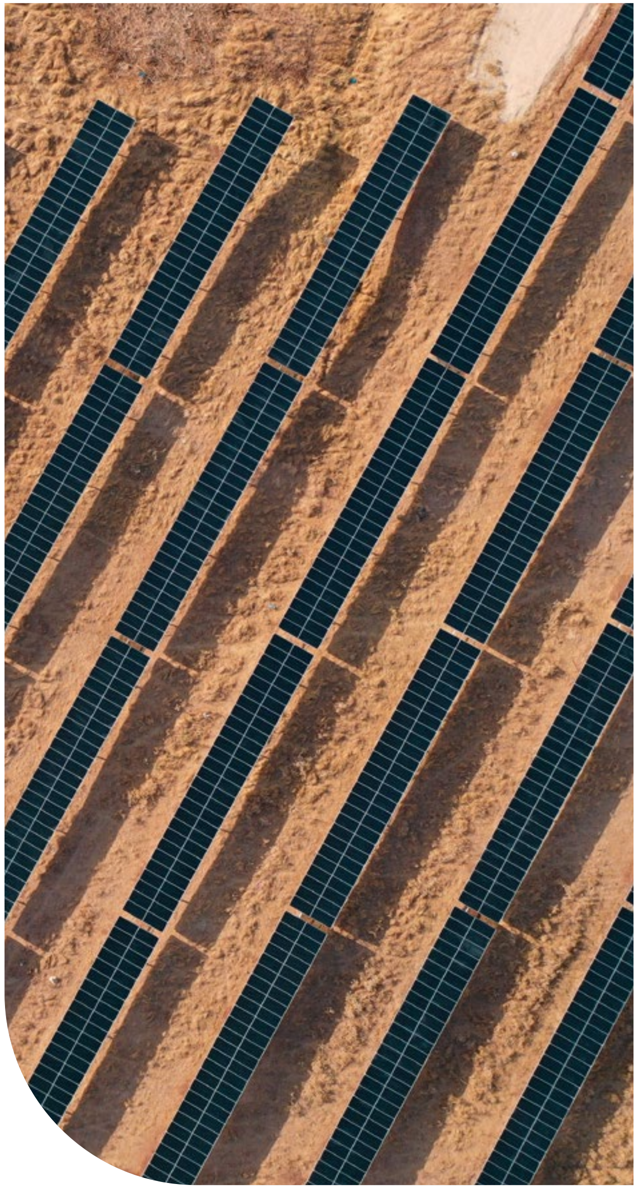
The Plan serves as an internal strategic framework to support informed decision-making and identify practical opportunities for emissions reduction across YDE's activities. YDE has identified a range of energy efficiency and carbon reduction opportunities that are expected to contribute to its wider decarbonization efforts over the long term.

As part of this process, the following analytical and exploratory activities have been conducted:

- A detailed assessment of emissions across the value chain to identify priority areas for mitigation
- The quantification of impacts arising from existing mitigation opportunities, alongside the identification and evaluation of additional feasible short-term measures
- A high-level comparison between business-as-usual scenarios and alternative decarbonization approaches
- An evaluation of residual emissions following the implementation of known mitigation initiatives, helping inform consideration of future technological options
- The development of an indicative mitigation pathway outlining potential sequencing, timing, and implementation mechanisms

These efforts support YDE's broader sustainability strategy by enhancing its internal understanding of emissions drivers, operational risks, and improvement opportunities, while maintaining flexibility as the company continues to refine its decarbonization approach.





ENERGY MANAGEMENT

GRI 3-3, GRI 302-1, GRI 302-3, GRI 302-4, GRI 302-5, GRI 305-5

Our electricity consumption within the organization reflects the energy used across our offices and operations, and is closely monitored to ensure efficiency and support our broader sustainability objectives.

Country Office	2022 (kWh)	2023 (kWh)	2024 (kWh)
All YDE Offices	137,627.00 + 1,085 liters (from diesel genset)	229,728 + 2,842 liters (from diesel gensets)	307,024 + 3,799 liters (from diesel gensets)
UAE	60,951	88,833	93,419
Jordan	28,239	26,044 + 295 (from diesel gensets)	27,164 + 413 liters (from diesel gensets)
Bahrain	16,760	18,436	21,418
Saudi Arabia	15,793	15,793	15,793
South Africa	Not Applicable	80,621 + 2,547 (from diesel gensets)	149,230 + 3,386 liters (from diesel gensets)

Our electricity consumption rose from 1,075 kWh/FTE in 2022 to 2,602 kWh/FTE in 2024, while diesel consumption from gensets increased from 8.5 L/FTE in 2022 to 32.2 L/FTE in 2024. This represents a continuous year-on-year rise, primarily driven by the growth and expansion of YDE's operations, which required greater energy demand and backup power capacity. Despite this upward trend, YDE continues to prioritize energy efficiency measures across its offices, seeking to optimize resource use and reduce reliance on fossil-based backup generation.

WATER MANAGEMENT

GRI 3-3, GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5

Water is a critical resource for Yellow Door Energy, both in our office operations and at our solar project sites. Our main interactions with water occur through office consumption and PV module cleaning. Offices in UAE and Jordan account for the majority of our office-related water use, as these geographies experience greater water stress compared to other regions where we operate.

At our solar sites, water is consumed primarily for PV module cleaning, which is essential to ensure system efficiency and energy output. Depending on environmental conditions, we employ either dry cleaning methods or a combination of dry and wet methods. In water-stressed areas such as Jordan and the UAE, wet cleaning is often necessary due to high dust levels and building constraints, while in other regions, dry cleaning or partial wet cleaning can be used to reduce consumption.

We do not discharge water as part of our operations, and we remain committed to minimizing our footprint by applying efficient cleaning practices and pursuing innovative solutions such as dry robotic cleaning technologies in appropriate contexts.

By adopting these measures, we aim to safeguard water resources while maintaining reliable system performance across our portfolio.

Water Consumption

Year	Office Consumption (Liters)	PV Modules Cleaning (Liters)
2023	973,325	4,750,000
2024	1,044,100	4,850,000

Our office water consumption rose by around 7% year-on-year, while PV module remained fairly stable. PV module cleaning water consumption has shown minimal year-on-year variation, as the majority of cleaning activities take place in Jordan, where operational practices and cleaning frequency remained consistent across the reporting period. Reported figures are based on an internal estimation methodology, as water meters are not installed at cleaning points. Water use is supplied via mobile water tanks, and consumption is calculated based on the number and capacity of deliveries used for cleaning activities.

Site consumption calculations for 2024 have not yet been finalized, and therefore total water consumption has not been reported in this year's sustainability report. The revised methodology will be applied, and comprehensive totals will be presented in next year's report.

WASTE MANAGEMENT

GRI 3-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5

At YDE, we recognize that responsible waste management is an integral part of our sustainability journey. While our waste-related impacts are relatively limited in scale, we are committed to minimizing our footprint through proactive measures and continuous improvement.

Our waste primarily stems from routine office operations, minor site-level activities, and procurement processes. Key waste streams include:

1. Packaging materials from office supplies and equipment
2. Paper and electronic waste (e-waste) from daily operations
3. General office waste, including consumables and non-hazardous materials
4. Construction or setup-related waste (where applicable), such as non-hazardous building materials
5. Onsite operational waste, including hazardous materials, vegetation, wastewater, and damaged equipment

Most of our waste is non-hazardous, and our direct operational control allows us to focus on improving segregation, reducing single-use materials, and enhancing recycling efforts. However, we acknowledge that indirect waste generation from upstream and downstream value chain activities remains an area for future engagement.

We have implemented basic but impactful measures to reduce waste, including:

1. Minimizing paper consumption by promoting digital workflows and documentation
2. Proper segregation of recyclable materials (e.g., paper, plastics, e-waste)
3. Partnering with licensed waste service providers to ensure compliant disposal and recycling

While we have not yet introduced formal circularity initiatives, our priority is to prevent unnecessary waste generation and manage existing waste responsibly. As we grow, we aim to adopt more sustainable procurement practices and explore circular economy opportunities.

We engage licensed third-party waste management providers authorized under local environmental regulations. During vendor selection, we verify their permits and compliance with applicable laws to ensure responsible waste handling. Although formal audit procedures are not yet in place, we rely on documentation such as invoices, waste transfer receipts, and service reports to track disposal and recycling.

Currently, waste data is manually recorded using spreadsheets, tracking key streams such as general waste, recyclables, and e-waste. Moving forward, we aim to:

- Enhance data visibility across our value chain, including upstream and downstream impacts
- Strengthen supplier engagement to address indirect waste generation
- Explore waste reduction innovations, such as sustainable packaging alternatives

While our waste management approach is still evolving, we remain focused on incremental progress - reducing consumption, improving recycling, and ensuring responsible disposal. As part of our long-term sustainability strategy, we will continue refining our practices to minimize environmental impact.

Looking ahead, we are committed to enhancing our waste management practices by expanding our tracking and reporting capabilities to ensure greater accuracy and transparency. We will assess opportunities to integrate circular economy principles into our operations, such as exploring sustainable packaging alternatives and material reuse initiatives. Additionally, we aim to increase employee awareness through training and engagement programs to foster a culture of waste reduction and responsible consumption. By strengthening our data collection, supplier collaboration, and internal policies, we will continue to minimize our waste footprint and advance our sustainability goals.

Our onsite waste is classified into hazardous materials, vegetation, wastewater, and other waste, each managed differently:

1. Hazardous materials (e.g., damaged PV modules, batteries, or chemicals) are labeled and stored in designated onsite locations. Once inventory reaches a predetermined capacity, approved waste contractors collect and dispose of them according to regulatory requirements.
2. Vegetation waste (applicable in Jordan, where ground-mounted systems are deployed) is regularly cleared, including the removal of seeds and grass. This does not apply to our GCC operations, which primarily consist of rooftop and carport-mounted solar arrays.
3. Wastewater from panel cleaning either evaporates or is collected in absorption holes. Depending on the country, it is managed by government authorities or licensed third parties. In Jordan, for instance, wastewater is collected by municipal services and disposed of at verified GPS-tracked locations.
4. Damaged PV modules encountered during shipping or installation are replaced or compensated by vendors if under warranty. Outside warranty, broken modules are stored as hazardous waste until a disposal agreement with local authorities is activated upon reaching a minimum quantity. While our modules are still relatively new, we plan to establish end-of-life recycling partnerships in the coming years.
5. Inverters under warranty are repaired or replaced by manufacturers. For off-warranty units, we upcycle them by dismantling and reusing functional components.

OUR RECYCLING AND WASTE DIVERSION INITIATIVES

We recognize the importance of reducing landfill contributions and are actively exploring opportunities to enhance waste diversion through improved recycling initiatives and sustainable waste management practices in future operations.

Total	2023	2024
Installed PV Modules	49,310	34,662
Broken PV Modules	33	108
Out-of-Use Inverters	4	9

Variations in installed PV module numbers reflect routine operational activities, including module dismantling and reinstallation during system optimization, maintenance, or site modifications. References to "broken" modules do not necessarily indicate physical damage; they may also relate to electrical faults, performance issues, or component-level defects identified during inspections. In such cases, modules are repaired, replaced, or reinstalled in line with operational and safety requirements.

In the Dubai headquarters, we initiated a recycling collection of paper, plastic, aluminum cans and electronic waste in 2023.

Total	2023	2024
Recycled Paper, Plastic Bottles & Cans, and E-Waste	44.1 kg	119.86 kg
CO_2 Equivalent	33.04 kg	57.89 kg

The recycling initiative is part of the overall commitment to make sustainability a deeply embedded part of our culture and therefore include everyone in the discussion professionally and personally.

As an example, while our e-waste drive collects electronic waste, we realize the potential for much more, as many residents have old, unutilized electronic waste in their homes. We continue the effort to ensure to create this habit and, in the future, we would like to expand our efforts regarding similar initiatives in other YDE offices.

Furthermore, we have made the Dubai office plastic bottles free by installing a water filtration system and giving employees both a water bottle and a mug with their name, to curb the use of single-use items. In addition to these efforts, we are also mindful of the water and electricity consumption in our regional offices.

BIODIVERSITY PROTECTION

GRI 3-3, GRI 304-1, GRI 304-2

At YDE, we recognize the critical importance of biodiversity and the need to protect ecosystems and species. Our business model, focused on sustainable energy solutions, does not involve activities with significant biodiversity impacts, such as manufacturing, mining, or large-scale infrastructure development. Instead, our operations are conducted in already developed or urbanized areas - primarily rooftops or barren land - avoiding ecologically sensitive zones and minimizing disruption to natural habitats. Impact on biodiversity is carefully assessed at the Environmental Impact Assessment stage, and developers are not allowed to build solar in protected habitats. We strictly follow these rules to ensure compliance.

Our activities have a low risk of contributing to pollution or habitat degradation. We do not generate significant emissions, hazardous waste, or discharges that could harm ecosystems. Any waste produced is managed through licensed service providers in full compliance with local environmental regulations, ensuring minimal impact on surrounding environments. Additionally, we do not engage in practices that could introduce invasive species or disrupt ecological processes, as our operations do not involve agriculture, forestry, or international transport of biological materials.

Since our projects are small in scale and located in developed areas or on rooftops and barren land, we do not contribute to land use changes, deforestation, or habitat conversion. We also avoid activities that could alter natural processes such as groundwater systems or soil salinity. As a result, our current operations have no measurable negative impact on species or ecosystems.

While we have not identified significant biodiversity-related risks or opportunities at this stage, we remain committed to responsible environmental stewardship. As our business evolves, we will continue to assess potential impacts and align our practices with global sustainability standards to ensure we protect and preserve biodiversity wherever we operate.

06

Nurturing Our People

DIVERSITY, EQUITY AND INCLUSION

GRI 3-3, GRI 405-1, GRI 406-1

Diversity, equity and inclusion (DEI) continue to be integral to our organizational culture and daily operations. We are committed to building an environment where employees feel valued and heard, regardless of background, nationality, ethnicity, gender, or age. This commitment is aligned with our vision to reflect the societies in which we operate and to create a workplace that enables all employees to thrive.

In Dubai, where our headquarters are located, the diverse composition of the city is reflected within our workforce. In our regional offices, we place emphasis on recruiting local talent and engaging with surrounding communities, ensuring that our teams bring perspectives rooted in the contexts in which we work. These approaches provide a broad understanding of cultural differences and help to minimize bias, while also strengthening local participation in our operations.

Importantly, in 2024, there were zero reported incidents of discrimination across our operations, reaffirming our commitment to upholding fairness, respect, and equal opportunity for all.

Zero instances of discrimination in 2024

With regards to the diversity of our employees, we are committed to transparency in reporting across gender, age group, and employee category. The following table provides a detailed breakdown of YDE's workforce, reflecting our efforts to build an inclusive and balanced organization:

Diversity Category	Senior Management (%)	Middle Management (%)	Technical/ Skilled Staff (%)	Administrative Staff (%)	Other Employees (%)
Gender					
Male	75%	76%	91%	17%	52%
Female	25%	24%	9%	83%	48%
Age Group					
Under 30	0%	0%	26%	0%	18%
30-50	75%	100%	72%	67%	82%
Over 50	25%	0%	2%	33%	0%

25% of senior management positions are occupied by females

Inclusion & Diversity Committee (IDC)

The Inclusion & Diversity Committee (IDC), formally established in 2023, has continued its work throughout 2024. The committee is designed to reflect different regions, functions, and experiences across YDE. Meetings are held twice per quarter, with responsibilities rotated among members to ensure equal opportunity for leadership. Supported by external guidance, the IDC develops initiatives, proposals, and recommendations which are reviewed and approved by the Advisory Board.

The IDC remains a platform for employee representation and consultation, creating action plans that address different DEI focus areas. By rotating membership annually, the committee ensures that perspectives from across the company are regularly included in decision-making, keeping DEI initiatives active and relevant.

IDC Framework
3 categories for inclusion and diversity

Five function areas for inclusion and diversity

Equity and Equality

Operating in a male-dominated energy sector, YDE recognizes the importance of ensuring fairness and equal opportunity across all levels of the company. Our efforts to strengthen equality and equity have built on the foundations we established. Key areas of focus include:

- **Policies on Diversity and Inclusion** guiding recruitment, promotion, and retention practices.
- **Equal Pay reviews** to ensure fair and transparent compensation structures.
- **Gender-Neutral Recruitment and Promotion** through inclusive language and processes designed to reduce bias.
- **Training and Development opportunities** aimed at building leadership skills and technical expertise, with attention to empowering women to take on more challenging roles.
- **Transparent Career Development pathways** that support advancement based on skills, performance, and potential.
- **Tracking and Reporting mechanisms** to monitor diversity metrics and progress.
- **Bias Awareness training** for employees and managers.
- **Strong policies on Harassment Prevention,** ensuring a safe and respectful workplace.
- **Mentorship and Sponsorship Programs** connecting employees with senior leaders for guidance and advocacy.

Equity in South Africa

In our most recent market, South Africa, Yellow Door Energy (YDE) aligns with the principles of Broad-Based Black Economic Empowerment (BBBEE). This national framework is designed to address the historical disadvantages of apartheid through greater economic inclusion, participation, and representation of Black African and multiracial communities.

BBBEE compliance is measured against criteria such as employment, management representation, skills development, and support for Black-owned businesses. Beyond being a legal requirement for many sectors, compliance also expands access to opportunities such as government contracts and strategic partnerships, thereby enhancing competitiveness and market relevance. It also reflects YDE's commitment to social responsibility, community development, and long-term business sustainability through stronger talent attraction and retention.

YDE's approach to BBBEE compliance in South Africa is reflected in the following:

01 Job Creation for the Black population
As of 2024, more than 64% of YDE's South African team is composed of African, Colored, and Indian employees, a key feature of our workforce in this market.

02 Management Representation
Since March 2024, the South Africa office has been led by a woman of color, reinforcing diverse leadership.

03 Local Content
YDE prioritizes local content spending during construction and gives preference to local vendors where feasible.

04 Skills Development
Ongoing efforts are made to upskill employees, contractors, and members of the local community.

05 Socio-Economic Development
Where possible, a share of revenue is allocated to community development initiatives.

Alongside these market-specific measures, YDE also applies its broader organizational practices in South Africa, which include:

- Clear diversity and inclusion policies
- Fair and equal pay structures
- Gender-neutral recruitment and promotion practices
- Leadership and technical training and development opportunities
- Transparent reporting and accountability mechanisms
- Strong policies to address bias and prevent harassment
- Mentorship and sponsorship programs connecting employees with senior leaders

We acknowledge that progress in diversity, equity and inclusion requires continuous commitment. Throughout 2024, we have maintained our focus on reviewing initiatives, consulting employees, and adapting measures where needed. By embedding DEI into our policies, practices, and culture, we continue to work towards a more inclusive and equitable workplace that reflects both our values and the diverse communities we serve.

EMPLOYEE MANAGEMENT AND DEVELOPMENT

GRI 3-3, GRI 202-1, GRI 202-2, GRI 203-2, GRI 401-1, GRI 402-1, GRI 401-3, GRI 404-3, GRI 405-1, GRI 405-2

At Yellow Door Energy, our people are at the heart of our success. We recognize that building a sustainable and resilient business requires investing in our employees' growth, well-being, and long-term engagement. Our approach to employee management and development is designed to create a fair, inclusive, and supportive workplace where every individual can thrive.

We prioritize transparent and equitable employment practices, comprehensive compensation and benefits, and opportunities for continuous learning and career progression. Through structured training programs, mentorship, and performance management, we ensure our employees are equipped with the skills and knowledge needed to excel in a dynamic energy sector.

Beyond professional development, we foster a culture of diversity, equity, and inclusion, where employees feel valued, respected, and empowered. By combining strong governance practices with a focus on employee well-being and advancement, we strengthen our organizational capacity while creating lasting value for our people and the communities we serve.

Breakdown	Number of Employees	
	Male	Female
UAE	39	22
Jordan	13	6
Bahrain	10	1
Oman	2	0
Saudi Arabia	6	2
South Africa	13	4
Total	**83**	**35**

All 118 YDE employees are engaged on a full-time equivalent (FTE) basis, distributed across six countries.

118
Full-time employees

Workforce breakdown:

30% Female

70% Male

New Hires and Turnover Rate

At Yellow Door Energy, we closely monitor hiring and employee turnover to ensure we attract, retain, and support the talent needed to achieve our long-term objectives. Tracking these indicators allows us to understand workforce dynamics, strengthen employee engagement, and identify areas where we can enhance retention. The following table presents the breakdown of new hires and employee turnover rates across our operations in 2024.

Category	By Gender		By Age Group		
	Male	Female	Under 30	30-50	Over 50
Number of new hires employees	19	12	9	19	3
Rate of new hires employees	16%	10%	8%	16%	3%
Number of turnover employees	30	19	11	32	6
Rate of employee turnover	25%	16%	9%	26%	5%

There were no significant fluctuations in total headcount compared to the previous reporting period. Recruitment and turnover trends have remained relatively stable.

*Turnover Rate **38.28%**

*New Hires Rate **24.22%**

Training and Development

We are committed to empowering our people with the skills and knowledge they need to thrive in a dynamic and evolving energy sector. In 2024, we continued to invest in comprehensive capacity-building programs, offering employees opportunities for external training, mentorship, and peer-to-peer learning. These initiatives covered a wide range of areas, including technical expertise, leadership development, compliance, and soft skills, ensuring that our teams are equipped to adapt to emerging industry trends and contribute effectively to the company's growth. By fostering a culture of continuous learning, we not only strengthen individual capabilities but also enhance organizational resilience, innovation, and long-term competitiveness.

Training Programs

We provide a wide range of training programs aimed at upskilling our employees, enhancing their technical expertise, leadership capabilities, and soft skills to support both individual growth and organizational success.

Name/Type of Program	Total Training Hours	No. of Participants
Electrical Power System	30	12
Electrical Power System	80	4
Oil Lab Analysis	24	2
Fimer Central / String Inverter	24	3
Oil Treatment Plant	40	1
Electrical Maintenance Training	40	4

Performance and Career Development Reviews

All our employees received regular performance and career development reviews. This applies to all genders and employee categories. Based on our workforce composition, the breakdown by gender and employee category is as follows:

Senior Management
- **75%** Male
- **25%** Female

Middle Management
- **76%** Male
- **24%** Female

Technical/ Skilled Staff
- **91%** Male
- **9%** Female

Administrative Staff
- **17%** Male
- **83%** Female

Other Employees
- **52%** Male
- **48%** Female

We ensure that all employees, regardless of gender or role, participate equally in performance and career development reviews.

100% of employees received regular performance reviews in 2024

Equal Pay and Fair Compensation

At YDE, we believe that fair and competitive compensation is essential to attracting top talent, meeting the diverse needs of our employees, and encouraging long-term retention. Our compensation program is designed to balance the interests of employees and the organization, ensuring that performance and contribution are recognized and rewarded.

We are committed to providing equitable salaries, complemented by a comprehensive benefits program that supports both professional growth and personal well-being. In addition to fair pay, employees may be eligible for a range of benefits, which are regularly reviewed and updated to remain relevant and competitive.

Our compensation philosophy is rooted in fairness, equity, and compliance with all applicable statutory requirements. Salaries are determined by considering external market benchmarks (what other employers pay for comparable roles), the responsibilities and scope of each position, internal equity across similar roles, individual experience, and YDE's overall performance.

To uphold transparency and consistency, YDE applies the Hay Compensation & Benefits Methodology alongside market data and business-specific drivers. Importantly, all employees are treated with fairness and respect, regardless of organizational level, gender, age, nationality, religion, disability, or any other legally protected characteristic.

Employee Benefits and Retirement

Our organization is committed to providing a comprehensive and supportive benefits package to all our employees. Our standard offerings include health insurance, paid leave, and social security where applicable, ensuring our team is well-supported.

Retirement and Pension Schemes

In the countries where we operate, our retirement contributions are governed by local social security or pension regulations. Both employees and the company contribute a portion of the salary toward retirement or social insurance funds, with the specific rates and mechanisms varying by country. Participation in these plans is generally mandatory for nationals in each country, while expatriates typically have different arrangements, such as end-of-service benefits. Most employees are covered under a country's mandatory national social insurance or pension system, in which they receive coverage for disability and invalidity as part of these programs where applicable.

Paid Leave and Additional Benefits

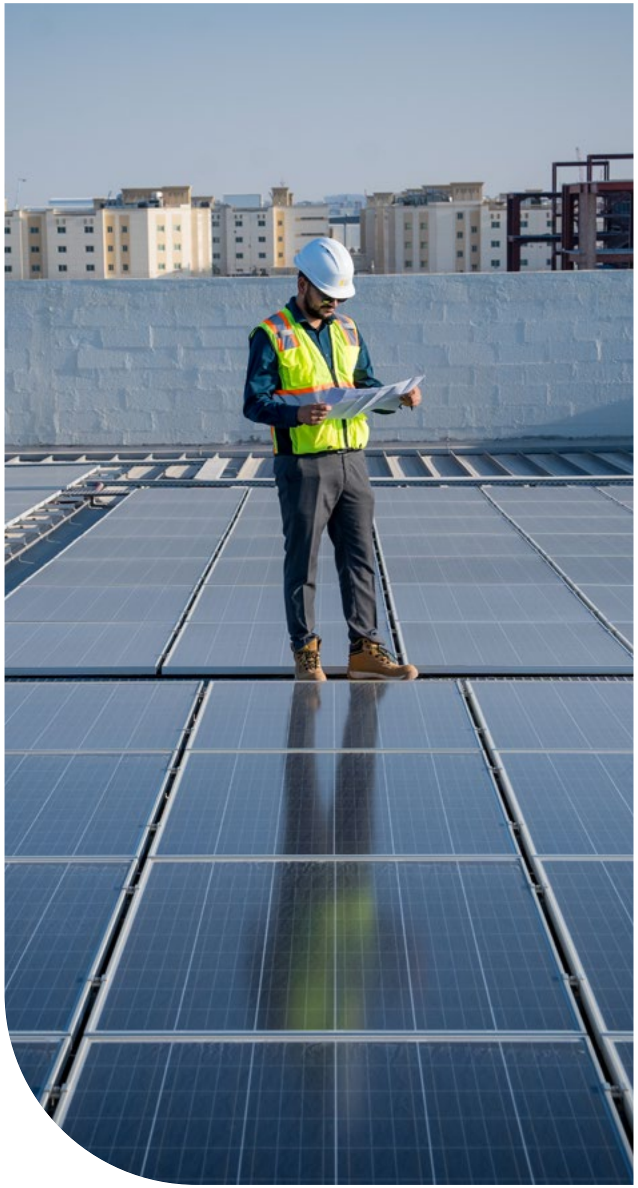
We provide a variety of paid leave options, including parental leave (maternity and paternity) in accordance with the laws of each country. We also offer a range of additional benefits to enhance our employees' work-life balance and well-being. These include flexible working hours and hybrid work options. Beyond these, our employees have access to a variety of other perks, such as bonuses, allowances, and wellness programs. We also foster a positive work environment through engagement activities like team-building events, participation in corporate social responsibility (CSR) initiatives, milestone awards, and opportunities for learning and development. To further support our team, we offer employee assistance and telemedicine programs.

Parental Leave

We understand the importance of supporting our employees as they grow their families. In accordance with the laws of each country where we operate, we provide parental leave, including maternity and paternity leave, to all of our full-time employees. As our workforce consists entirely of full-time staff, this benefit is applicable to all YDE employees.

	Gender	
	Male	Female
Employees Entitled to Parental Leave	83	35
Employees Who Took Parental Leave	8	1
Employees Who Returned to Work After Parental Leave	8	1
Employees Still Employed 12 Months After Return	8	1
Return to Work Rate (%)	100%	100%

100% of employees returned to work after parental leave



Fair Wages and Employment Practices

We are committed to fair and equitable compensation for all employees across our operations. The ratio of our entry-level wage to the local minimum wage varies by country, as it is influenced by local labor laws and market conditions. However, in all our significant locations of operation, our entry-level wages generally meet or exceed the legal minimum wage. We maintain a strict policy of equitable compensation, ensuring no differentiation in pay based on gender.

We also promote fair labor practices beyond our direct employees. While we do not manage the compensation of our contractors or subcontractors, we expect our business partners to uphold similar standards and pay their workers at or above the minimum wage according to local laws.

The local minimum wage at our significant locations of operation varies by country. Some regions have a fixed minimum wage, while others have variable or sector-specific rates. In every location, we adhere to the principle of equal pay, and there is no gender-based variation in minimum wage rates. The official minimum wage rates published by the government or local labor authority are used as our reference point.

No gender-based variation in minimum wage rates

We define “significant locations of operation” as countries or offices where we have a meaningful presence. The criteria we use to determine these locations include:

- **Employee Numbers:** Locations with a critical mass of staff.
- **Active Projects:** Locations with ongoing business development.
- **Revenue Contribution:** Locations that are strategically important to our clean energy operations.

We also consider compliance requirements and our impact on the local market when identifying these locations. This approach ensures that our reporting on fair wages and employment practices is focused on the areas of our greatest business and social impact.

LOCAL COMMUNITY IMPACT

GRI 413-1

We are dedicated to managing the social and economic effects of our operations in a way that creates shared value for the communities where we operate. Our approach goes beyond project delivery to include initiatives that empower local people, foster inclusive growth, and strengthen community resilience.

A key focus has been on youth empowerment through renewable energy training programs, which provide disadvantaged students with both practical and theoretical knowledge to install solar systems for community organizations. These initiatives equip participants with valuable technical skills, enhance their employability, and promote clean energy adoption at the local level. The outcomes have been highly positive, with graduates applying their skills to secure employment opportunities and contribute to their communities' sustainable development.

In addition, we actively encourage employee engagement in CSR activities across all our regions of operation. Through community clean-ups, charity drives, and awareness campaigns, employees play a direct role in creating positive social and environmental impact. These activities foster a culture of responsibility within our workforce, improve morale, and strengthen team cohesion, while also reinforcing our commitment to sustainability at the corporate level.

Together, these efforts reflect Yellow Door Energy's commitment to contributing positively to the environments and societies in which we operate, ensuring that our growth is both sustainable and inclusive.

Project DAW

Yellow Door Energy is committed to managing the social and economic effects of its operations in ways that create lasting value for the communities where we operate. Our efforts go beyond project delivery to include initiatives that foster inclusive growth, create local job opportunities, and strengthen community resilience.

A key example is Project Daw, a youth development program launched in Jordan in 2022 in partnership with the EDAMA Association, a Jordanian NGO established in 2009 to address the country's energy, environment, and water security needs. With the support of Actis Acts, the philanthropic foundation of Yellow Door Energy's majority shareholder, the initiative received a joint investment of USD 55,000 to respond to Jordan's pressing youth unemployment challenge and to promote long-term opportunities in the renewable energy sector, where Yellow Door Energy operates over 80 MW of solar projects.

As part of the program, 20 young men and women from Al Mafraq were selected through transparent and inclusive criteria. Eligibility focused on underprivileged youth, particularly those from low- or no-income households or with dependents, and applicants were required to have at least completed the tenth grade, with preference given to those holding a high school certificate. Over 30% of participants were women, ensuring gender inclusivity. The trainees completed an intensive three-month course in photovoltaic (PV) installation, operation, and maintenance, delivered in collaboration with EDAMA and the Jordanian-German Excellence Center, achieving a high pass rate and gaining market-ready skills.

In addition, the project extended its impact to the wider community by commissioning a 20 kWp rooftop solar PV system at the Princess Basma Center in Mafraq, a community facility operated by the Jordanian Hashemite Fund for Human Development (JOHUD). The center was selected based on its location in Al Mafraq, its status as a licensed non-profit operating for more than five years, its demonstrated need for financial support with utility bills, and its role in serving over 100 community members each month, particularly women and children. Importantly, Project Daw graduates actively participated in the installation process under the supervision of Yellow Door Energy engineers, putting their newly acquired skills into practice while directly benefiting their community.

By the end of 2024, Project Daw had fully achieved its training objectives and successfully delivered a tangible renewable energy asset to a local community center. This milestone reinforces our dedication to creating shared value by empowering young people, reducing financial burdens for community organizations, and strengthening our long-term partnerships with local stakeholders.

Project KPIs

Short-Term

Adequate (>20 people) expression of interest in participating in the training	*ACHIEVED*
+30% or more female participants	*ACHIEVED*
Fair selection and matriculation of 20 diverse trainees	*ACHIEVED*
90% pass rate for the trainees after three months of intensive training	*ACHIEVED*

Medium-Term

Selection of one community center benefiting from a 20 kWp Solar PV array	*ACHIEVED*
Successful commissioning of the PV project	*ACHIEVED*
Pairing of all trainees who have received the certification, with YDE mentors	*ACHIEVED*

Long-Term

50% employment rate of the trainees, three months after course completion	*INITIATED*
Incident-free operation and maintenance of the solar PV array	*INITIATED*

Project Lumen30

As part of Yellow Door Energy's (YDE) commitment to community upliftment and sustainability, we launched Project Lumen30 (previously known as Project Lumen30), a skills development initiative focused on fostering renewable energy expertise in underserved areas of South Africa, specifically Alexandra Township. This project aims to build operational efficiency, adaptability, and long-term capacity in the renewable energy sector, aligning with our strategic goals of creating measurable social value.

In 2024, Project Lumen30 made significant progress through strategic preparation and planning. Key activities included submitting a proposal to Actis, securing a grant agreement between Actis and YDE, signing an engagement letter with the project manager, and recruiting and selecting a training partner. These efforts established a strong foundation for the project's implementation, ensuring alignment with its objectives and fostering collaborative partnerships.

The planned training curriculum for Project Lumen30 includes a comprehensive set of programs designed to equip participants with essential skills in renewable energy. These programs encompass Introduction to Energy Efficiency & Energy Auditing Training, Health & Safety Training for select individuals, Solar Basics Training, and Solar PV Mounting Training. The Solar Basics Training will provide foundational knowledge and practical skills in solar energy systems, while the Solar PV Mounting Training will combine theoretical and hands-on components to offer participants practical experience in solar photovoltaic system installation. Additional training modules may be incorporated to further enhance participants' expertise in the renewable energy field.

To support community upliftment, YDE plans to procure transport and catering services for the program from local service providers within Alexandra Township. This approach will not only meet logistical needs but also stimulate the local economy by partnering with small businesses and entrepreneurs, promoting inclusive economic participation and enterprise development.

Looking ahead to 2025, Project Lumen30 is expected to engage a cohort of 30 students in its training program, equipping them with critical skills in solar energy systems. Additionally, plans are in place to install a 25-30 kWp solar system at a community organization in Alexandra, further enhancing energy access and sustainability in the area. These initiatives underscore YDE's dedication to empowering local communities through education, practical renewable energy solutions, and economic empowerment.

07

Safeguarding Our Workforce

HEALTH AND SAFETY MANAGEMENT

GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-4, GRI 403-5, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10

At our organization, we have proactively implemented a comprehensive occupational health and safety (OH&S) management system, not driven by legal requirements but as a fundamental commitment to safeguarding our workforce. Our system is based on recognized risk management system standards and guidelines, and it covers all workers (including employees and contractors), activities, and workplaces, ensuring a consistent approach to hazard identification, risk mitigation, and incident prevention.

We systematically identify and assess work-related hazards through formal risk assessments, site inspections, and job safety analyses (JSAs) conducted before and during routine and non-routine activities. These evaluations involve collaboration with contractors and site teams, incorporating legal, industry, and project-specific requirements. Our risk mitigation strategy follows the hierarchy of controls, prioritizing hazard elimination, substitution, engineering and administrative controls, and, where necessary, personal protective equipment (PPE).

Our Hazard Identification and Risk Assessment (HIRA) process is supported by documented procedures, standardized templates, and predefined acceptance criteria. We conduct pre-job reviews, manage changes via Management of Change (MOC) protocols, and verify controls through field inspections. Internal and contractor audits, alongside QHSSE spot checks, ensure compliance, while incident and near-miss learnings refine our hazard libraries and risk matrices. Key performance indicators (KPIs) on HIRA quality, action closure, and control effectiveness are reported to management to drive continuous improvement.

Workers and contractors undergo role-specific competency verification, aligned with a structured matrix (e.g., IOSH/NEBOSH certifications, Permit-to-Work (PTW), working at height, confined space entry). Training includes formal instruction, practical assessments, and periodic refreshers, with an authorization registry ensuring only qualified personnel lead HIRAs. Contractor prequalification and ongoing competence checks further reinforce safety standards, supplemented by peer reviews and corrective actions for identified gaps.

We encourage active worker involvement in safety through participation in JSAs, PTW planning, toolbox talks, and safety meetings. Multiple reporting channels - including HSE representatives, hazard reporting forms, and a confidential hotline - ensure hazards are promptly raised. A strict non-retaliation policy protects reporters, supported by contractual obligations for contractors and management's commitment to addressing concerns without reprisal.

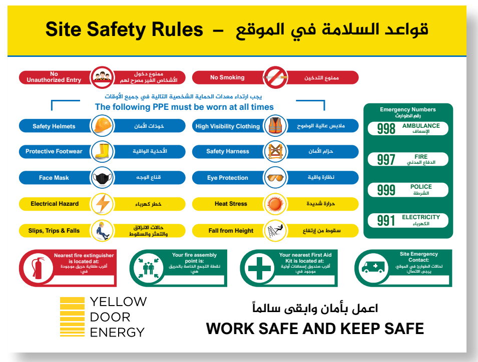
Our Stop-Work Policy empowers any worker to halt unsafe operations, escalate issues to supervisors or QHSSE teams, and ensure corrective measures are implemented before resuming work. Incident investigations follow a structured process: securing the scene, evidence collection, and root-cause analysis (e.g., 5-Whys). Findings inform corrective actions aligned with the hierarchy of controls, tracked via a CAPA system and integrated into procedures, training, and contractor requirements.

General OH&S training covers site inductions, HSE awareness, emergency response, and incident reporting, while hazard-specific modules address working at height, electrical safety, confined spaces, and chemical handling. Contractors receive equivalent training, delivered in multiple languages with competency verification.

Injury and illness data are collected via monthly contractor reports and internal headcount records across all countries. Our OH&S system covers 100% of employees and non-employee workers, ensuring universal protection.

We maintain robust consultation through toolbox talks, safety meetings, and post-incident reviews, with contractor representation. Lessons learned are disseminated via alerts, digital platforms, and refresher training, with understanding verified through quizzes and field checks.

Through these measures, we strive to foster a culture of safety, minimize risks, and uphold our commitment to zero harm.



Safety signs in 6 languages - Arabic, English, Hindi, Urdu, Setswana, Afrikaans - at Yellow Door Energy's construction sites

QHSSE strives for Zero Harm through the following principles and behaviors:

Principles	Zero harm is achievable	Never compromise on safety	Never compromise on safety	Local develpment, shared with all regions	
Behaviors	Assessing the risk	Stop the Job!	Incident management	Health & wellbeing	Environmental awareness
Tools	Continuous Training	Right equipment for the job	Toolbox talks	Sharing lessons learnt	Leadership at work

Based on these principles and behaviors and in addition to our goal of zero incidents, we prioritize the rights and well-being of our workforce. Our Worker Welfare document establishes guidelines to safeguard employee health, safety, security, and overall welfare.

We have a digital inspection tool and mobile app in which our integrated compliance system serves as a centralized platform for daily QHSSE inspections, housing project drawings, risk assessments, and emergency plans. The mobile app enables YDE teams to access real-time project data, even in remote locations, enhancing decision-making and efficiency.

Contractor workers can report concerns confidentially through our system, with the option to remain anonymous to prevent any potential repercussions. Grievance procedures and contact details are prominently displayed on-site and distributed to all workers.

Reports submitted through our grievance channels are reviewed by the YDE Project Grievance Committee, which includes representatives from our QHSSE, HR, and Compliance departments. This ensures a comprehensive and fair review of all concerns raised.

To further ensure accessibility and promote open communication, the company's grievance procedure and relevant contact details are prominently displayed at each project site. All workers connected with our projects also receive a business card-sized version of this information, making it easy for them to access the contact details for YDE should they need to raise a concern.

In 2024, we are pleased to report that zero grievances were recorded.

Step 1

SUBMIT YOUR COMPLAINT

Submit your complaint by email to project-grievance@yellowdoorenergy.com

You can also reach us through calls or WhatsApp through our country-specific dedicated channels.

Step 2

ACKNOWLEDGE AND REVIEW

We will respond within 2 days, then review your complaint for further action.

Step 3

RESPOND TO THE COMPLAINT

After reviewing your complaint, we will contact you within 10 days with possible solutions.

Step 4

WORK TOGETHER ON SOLUTIONS

We will determine the action(s) needed and work together with you to resolve the problem.

Step 5

CLOSEOUT

You will receive a report after the problem is resolved and asked to rate your satisfaction.

All YDE employees and contractors have the authority to halt work immediately if they identify unsafe conditions. Operations only resume once all safety concerns are addressed and approved.

QR codes placed across YDE offices allow employees to submit feedback and suggestions. The QHSSE team reviews these OFIs and implements actionable improvements to foster a better workplace.

Health and Safety Metrics

- Zero recordable injuries for YDE employees in 2024
- Zero incidents of ill-health across operations in 2024
- Zero fatalities across operations in 2024
- LTIFR for YDE Employees = 0
- LTIFR for Non-Employees = 1.34

Year	Employees		Non-Employees		Total Working Hours	LTIFR for Employees
	Injuries	Ill-Health	Injuries	Ill-Health		
2021	0	0	0	0	554,673	0
2022	0	0	0	0	623,946	0
2023	0	0	1	0	745,392	0
2024	0	0	0	0	690,603	0

Non-employees include all non-YDE employees and contractors.

Hazard Type	Determination Method	Contributed to (Injuries / Ill health)	Action Taken (Hierarchy of Control)
Working at Height	Site inspections, JSAs, PTW, incident reports	NO	Eliminated non-essential height work, substituted safer access methods, installed edge protection, enforced fall arrest PPE use.
Electrical Hazards	Risk assessments, PTW, lockout/tagout checks, contractor audits	NO	Eliminated live work where possible, substituted safer tools, implemented LOTO, trained staff, mandated insulated PPE.
Lifting Operations	Task risk assessments, lift plans, spotter observations	NO	Eliminated unsafe lifts, used mechanical aids, applied load limits, trained operators, enforced exclusion zones.
Heat Stress	Weather monitoring, worker feedback, site HSE inspections	Yes (minor heat-related illness)	Rescheduled work, provided shaded rest areas, implemented hydration schedules, trained workers, issued cooling PPE.
Traffic & Plant Movement	Site layout reviews, incident reports, traffic management plan audits	NO	Separated pedestrian and vehicle routes, installed barriers, implemented spotters, enforced high-visibility PPE.

Hazard Type	Action Taken (Hierarchy of Control)
Manual Handling	Eliminated unnecessary lifts, used mechanical aids, provided handling training, enforced safe lifting PPE.
Noise	Substituted quieter equipment, installed sound barriers, enforced hearing protection use.
Chemical Exposure	Substituted less hazardous chemicals, implemented closed systems, trained workers, mandated PPE.
Dust	Used wet suppression, enclosed cutting areas, and provided respiratory protection.
Fire Risk	Eliminated ignition sources, maintained fire breaks, installed suppression systems, trained fire wardens.

HSE Awards Ceremonies

At the close of the construction phase for each project, we celebrate workers who have demonstrated exceptional HSE (Health, Safety, and Environment) practices. This recognition is a key part of our commitment to fostering a strong safety culture on-site.

Working with our on-ground HSE team and contractors, we select up to three workers who have shown the highest regard for safety. The criteria for selection include strict adherence to PPE protocols, proactive reporting of near misses, and a solid, practical understanding of QHSSE (Quality, Health, Safety, Social, and Environment) principles. In fact, many of our contractors have developed their own QHSSE scoring and ranking systems to ensure a fair and objective selection process.

The awarded workers receive a special package of appreciation for their efforts:

- A certificate presented in both English and their native language, a valuable addition to their professional CVs
- A YDE goody bag as a token of our gratitude
- A gift card to a local supermarket conveniently located near their accommodation

In 2024, our program recognized five outstanding individuals, with two awards given in the UAE and three in Oman, highlighting our commitment to safety excellence across our operations.

CHILD AND FORCED LABOR

GRI 3-3, GRI 408-1, GRI 409-1

At Yellow Door Energy, we are steadfast in our commitment to upholding the highest standards of human rights and ethical labor practices across our operations and supply chains. Our Responsible Labor Policy reflects our unwavering stance against forced labor, bonded labor, and child labor, aligning with international conventions such as the ILO Conventions, the United Nations Universal Declaration of Human Rights, and the IFC Performance Standards. We believe that ethical business practices are not only a moral imperative but also a cornerstone of sustainable growth and long-term success.

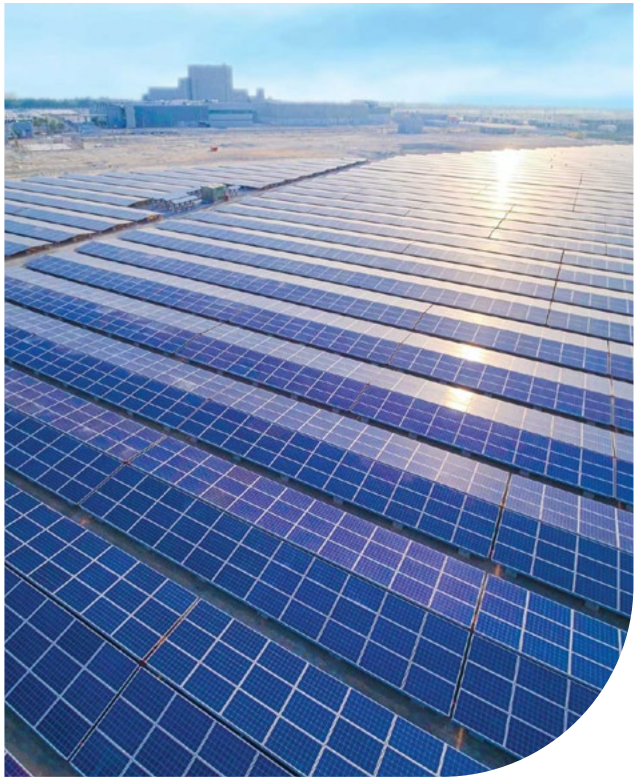
Our policy explicitly prohibits all forms of exploitative labor, ensuring that all employment within Yellow Door Energy and among our contractors is voluntary, fair, and transparent. We provide employees with clear employment terms, fair wages, and benefits that meet or exceed legal requirements and industry standards. Additionally, we are committed to eradicating child labor by adhering to local laws and international standards, while actively supporting educational opportunities for children in the communities we serve.

To uphold these commitments, we implement rigorous due diligence processes, including regular audits, risk assessments, and stakeholder engagement, to identify and mitigate labor-related risks. We also prioritize training and awareness programs for employees and business partners, equipping them with the knowledge to recognize and address potential violations. Transparency and accountability are central to our approach, and we maintain robust reporting mechanisms to address concerns promptly and effectively.

Beyond our operations, we extend these principles to our contractors and vendors, requiring compliance with our Responsible Labor Policy as a condition of doing business with us. Through collaboration with industry peers, advocacy for stronger regulations, and support for victims of labor exploitation, we strive to drive systemic change and promote decent work for all.

At Yellow Door Energy, we recognize that our success is intertwined with the well-being of our employees and the communities we operate in. By integrating responsible labor practices into our core business strategy, we are not only fulfilling our ethical obligations but also contributing to a more just and sustainable future.

Zero operations or suppliers were identified as posing significant risks related to child or forced labor



08

Risk and Resilience

ENTERPRISE RISK MANAGEMENT

At YDE, risk management is a cornerstone of our commitment to delivering safe, reliable, and sustainable solar energy solutions. Our proactive approach ensures we identify, assess, and mitigate risks across every stage of our projects, from construction to operations and maintenance. Aligned with QHSSE policies, this framework safeguards our workforce, protects the environment, and maintains operational excellence in all the regions we serve.

We define risk as any event or condition that could threaten worker safety, project efficiency, regulatory compliance, or our reputation. Risks are evaluated based on their likelihood and potential impact, covering areas such as workplace injuries, equipment failures, extreme weather disruptions, and environmental hazards. Certain risks, like those violating ethical standards or endangering lives, are treated as unacceptable and monitored with zero tolerance.

Our risk register includes sustainability topics that are relevant to our current business and growth stage. These typically cover environmental compliance risks, natural hazard risks, waste management and energy use, as well as social factors like workplace health and safety. Governance-related risks focus on regulatory compliance and data privacy. As we continue to develop our sustainability approach, we expect to expand the scope of risks tracked and managed in this area.

Our risk identification process combines leadership oversight with on-the-ground insights from employees and contractors. Daily safety briefings, incident reports, and grievance mechanisms help surface hazards, while strategic reviews ensure alignment with broader business goals. Each risk is analyzed for root causes and potential consequences, then prioritized using a criticality matrix that balances severity and probability.

To mitigate risks, we focus on prevention, preparedness, and continuous improvement. Prevention starts with rigorous training, including fall protection for heights, electrical safety protocols, and emergency response drills. Engineering controls, such as proper equipment maintenance and lockout/tag-out systems, reduce exposure to hazards. We also emphasize swift response measures, from first aid readiness to environmental safeguards for solar panel disposal and water conservation in arid regions.

Accountability is central to our risk management culture. The QHSSE department oversees the framework, while project managers and site supervisors act as risk owners, ensuring compliance with safety standards like scaffolding stability and fire prevention. Teams assigned as mitigators implement action plans, with progress tracked through regular audits and key metrics like incident rates and near-miss reports.

Continuous learning is embedded in our operations. Lessons from incidents are shared in safety meetings, and technology, such as weather monitoring tools and GPS for remote teams, enhances risk preparedness. We also collaborate closely with stakeholders, from contractors to local communities, to address concerns and adapt to cultural or regulatory needs.

By integrating risk management into every aspect of our work, YDE not only protects its people and projects but also strengthens its leadership in the renewable energy sector. Our approach ensures resilience, fosters trust, and upholds our vision of a sustainable future powered by responsible practices.

DATA SECURITY AND PRIVACY

Protecting the personal information entrusted to us is essential. Our Privacy Policy is issued on behalf of Yellow Door Energy Limited and its subsidiaries, and it explains how we collect, use, store and share personal data when individuals visit our website. We emphasize that this information is handled with care, in line with the law and with respect for the rights of our stakeholders.

We collect a range of personal data, including contact information such as postal addresses, email addresses and telephone numbers. We also collect technical information about devices and browsing activity, including IP addresses, login details, browser type and version, time zone and location data, and similar information. In addition, we may gather information about how visitors use our website, products and services, along with marketing and communication preferences. We may combine or analyze these data sets, but if information can identify an individual then it is treated as personal data and safeguarded accordingly.

Our internal frameworks and policies are designed to support effective decision making, risk management and accountability. They also embed sustainability, safety and ethical practices into our culture. These policies are reviewed and updated on a regular basis to ensure that they remain aligned with national requirements, relevant international standards and the evolving expectations of our stakeholders. Oversight is provided at multiple levels within the company, including through the Sustainability Committee of the Board, which serves as the highest governance body responsible for sustainability matters.

We have established measures to reduce the risk that personal information is lost, misused, accessed without permission or disclosed inappropriately. Access to data is limited to employees, contractors and partners who require it for business purposes, and these parties are subject to confidentiality obligations. We may also share information where necessary to comply with laws, respond to regulatory requests or protect the rights and safety of the company and others.

Finally, we recognize the importance of individual rights. Stakeholders can request access to, correction of or deletion of their information. They may object to our processing of their data or opt out of receiving marketing communications at any time. We aim to respond to all legitimate requests within one month and will provide clear updates if more time is needed.

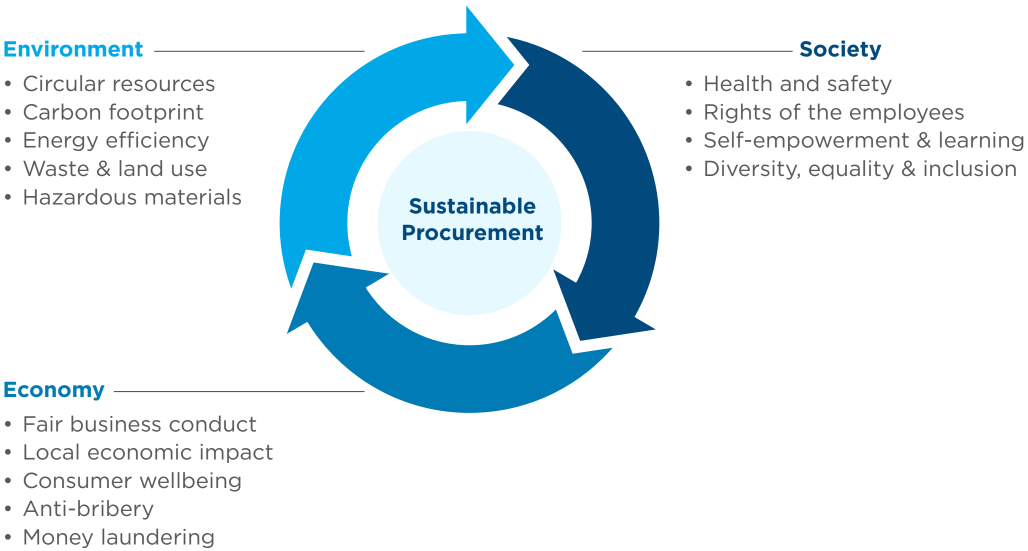
Zero substantiated complaints regarding data privacy in 2024

RESPONSIBLE SUPPLY CHAIN AND PROCUREMENT

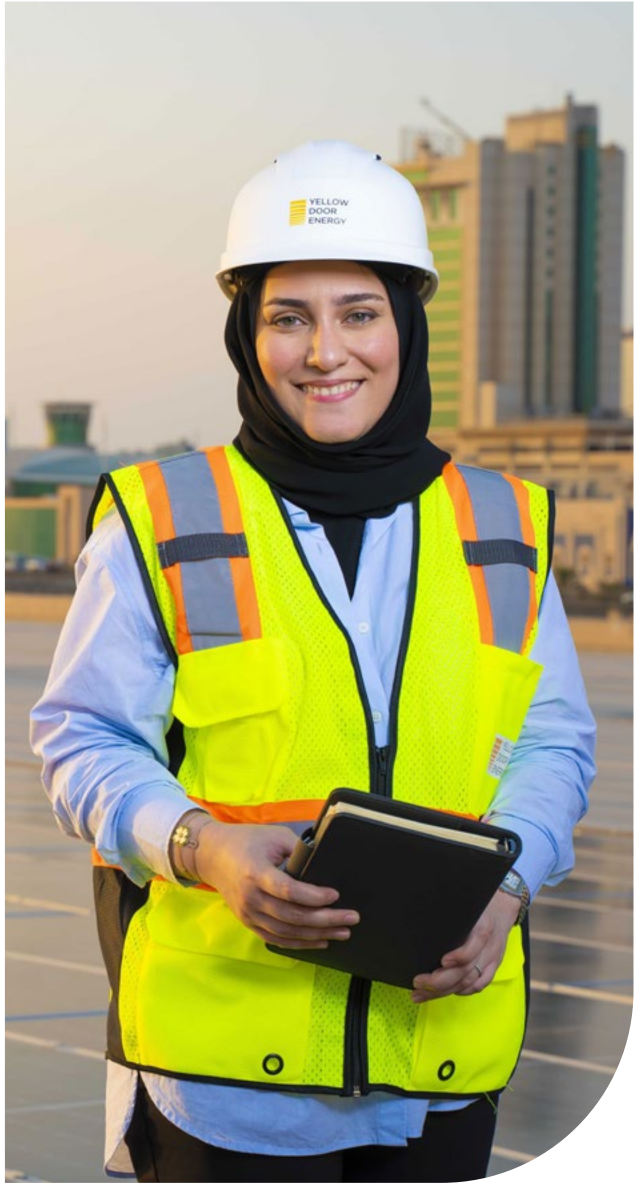
GRI 3-3, GRI 204-1, GRI 308-1, GRI 308-2, GRI 407-1, GRI 414-1, GRI 414-2

We recognize that many of our risks and challenges stem from the way we source products and services. Since the majority of YDE's emissions are tied to Scope 3 activities, responsible procurement has become central to our sustainability approach. To manage these impacts effectively, we combine strong due diligence, clear policies, regular stakeholder engagement, and continuous monitoring. These efforts are carried out in partnership with our contractors and auditors to ensure that our supply chain supports both environmental and social responsibility.

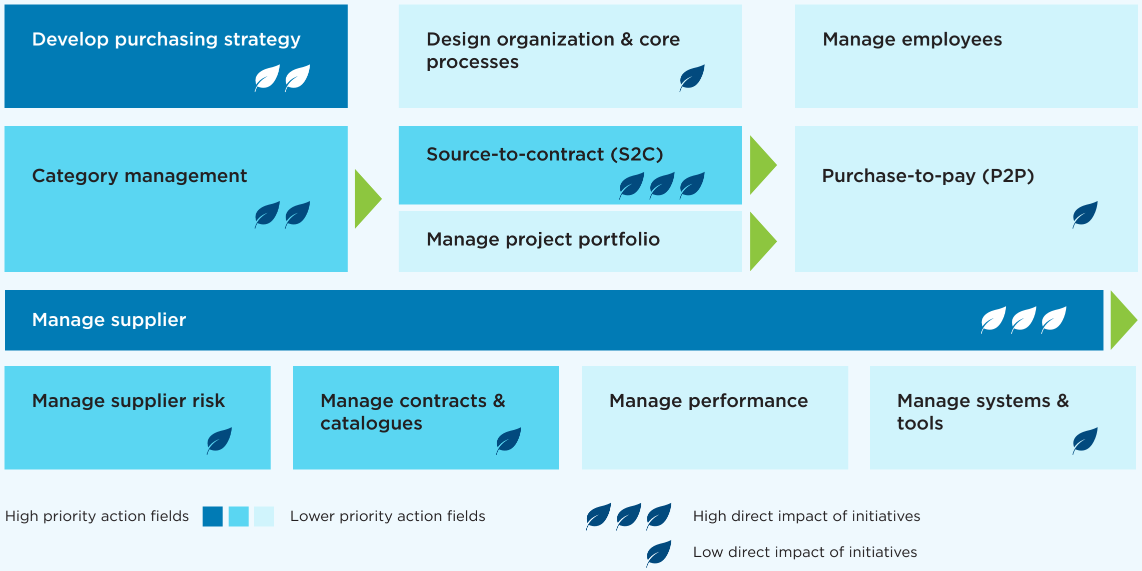
The Triple Bottom Line of Sustainable Procurement



Supply chains in modern industry are a complex web of numerous, globally sourced components. Suppliers are spread across tiers and regions, each with their limitations of resources, geography, and compliance. Responsible procurement, both on the environmental and humanitarian level, is crucial to ensure sustainability and mitigate potential risks.



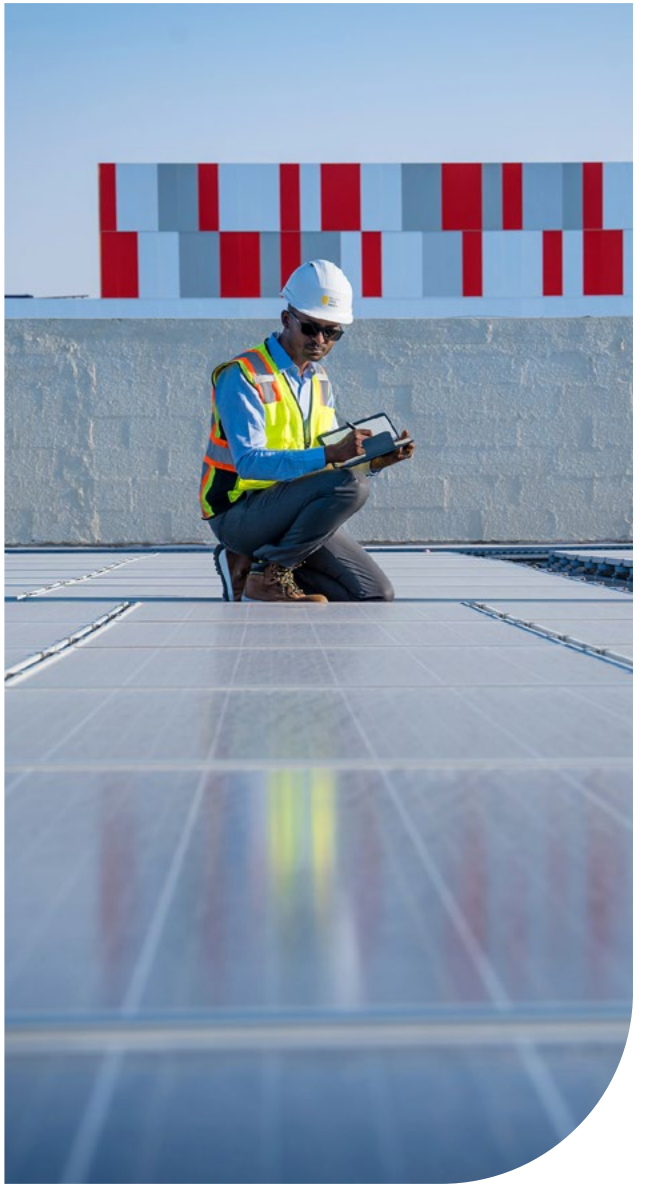
Responsible procurement goes beyond mere compliance with regulations, laws, and reporting obligations. It requires a fundamental rethink of business models to make the concept truly effective. A resilient supply chain is not just about selecting the right suppliers; it starts with a strategic procurement approach and robust supplier management, such as the diagram detailed below.



Source Roland Benger

In accordance with IFC's Performance Standards on Environmental and Social Sustainability, and the United Nations Ten Principle, key risks associated with responsible procurement of goods and services to ensure environmental, social, and governance or economic impacts include:

#	Topic	YDE Mechanism
1	**Supplier Compliance:** Ensuring that suppliers adhere to ethical standards, including fair labor practices, environmental regulations, and human rights protections.	Ensuring that suppliers adhere to our code of conduct and partakes in supplier traceability audits.
2	**Supply Chain Transparency:** Difficulty in achieving full visibility and traceability throughout the supply chain, which can obscure unethical practices.	Working with a pre-vetted list of vendors narrows down the size of the continuous due diligence, and enables us to have continuous communications with the suppliers
3	**Cost Implications:** Ethical and sustainable products may come at a higher cost, which can impact the procurement budget.	Quality and responsibility are key concerns when procuring
4	**Reputational Risk:** Associating with suppliers that engage in unethical practices can damage a company's reputation.	Continuous monitoring of the vendors on the whitelist
5	**Regulatory Compliance:** Adhering to varying international regulations and standards related to labor, environmental, and trade practices.	Before signing contracts with new vendors, deep and wide due diligence takes place.



6	**Risk of Greenwashing:** Suppliers may falsely claim to be environmentally or socially responsible, leading to incorrect procurement decisions.	This is part of the due diligence that comprises of disclosure reviews and site audits or assessments.
7	**Technological Challenges:** Implementing and maintaining technologies that track and ensure responsible procurement can be complex and costly.	Mapped in Risk section also. Technological advancement of products is so rapid, and we seek to keep up with the newest advancements when environmentally and socially safe and feasible.
8	**Market Availability & Supply Chain Bottlenecks:** Limited availability of sustainable and ethically sourced products can restrict procurement options.	Time is always of the essence, and the design phase reviews the available, relevant goods to procure.
9	**Stakeholder Expectations:** Meeting the diverse and sometimes conflicting expectations of stakeholders, including customers, investors, and regulatory bodies.	Continuous work to ensure alignment from project initiation to hand-over.
10	**Internal Alignment:** Ensuring that all internal stakeholders are aligned with responsible procurement policies and practices.	Objectives might sometimes be different in projects, and we seek to have common ground as one entity with one joint goal for responsible procurement.
11	**Economic Instability:** Global economic fluctuations can impact the availability and cost of responsibly sourced materials.	Fluctuations are always a condition, but good vendor relationships ensure we can negotiate openly to tackle volatility.
12	**Cultural Differences:** Navigating cultural differences in global supply chains, which can affect the implementation of ethical standards.	Ensuring adherence with local BBBEE frameworks in South Africa and In Country Value ICV requirements in the GCC regions are some of the frameworks we adhere to, diligently.

YDE's procurement activities are organized into Project and Non-Project transactions. For Project procurement, we conduct supplier traceability audits on an ad-hoc basis through third parties, under the direct supervision of our Compliance team. These audits evaluate not only the supply mechanisms but also the wider social and environmental implications, economic upstream effects, and compliance with international labor standards.

All new suppliers and vendors are required to commit to YDE's Standards of Conduct, which continues to evolve in line with emerging sustainability challenges. In practice, this means suppliers must demonstrate fair labor practices, minimize negative environmental impacts, and contribute positively to local economies.

To maintain quality and oversight, YDE operates with a whitelist of tier one suppliers. Both the company and its contractors procure exclusively from this group, allowing us to better monitor working conditions and the origins of materials. While audits are resource-intensive and often demanding, they remain a critical tool in ensuring accountability and driving improvements across the supply chain.

Third-Party Due Diligence (3PDD) Policy

At YDE, we are committed to conducting business with integrity, transparency, and accountability. To safeguard our operations from potential financial, legal, or reputational risks, we have implemented a comprehensive Third-Party Due Diligence (3PDD) Policy.

The policy applies to all employees across Yellow Door Energy and its subsidiaries and establishes a mandatory framework for screening and verifying counterparties, including customers, suppliers, contractors, consultants, agents, brokers, intermediaries, and new employees. The objective is to ensure the legitimacy of all third parties we engage with, confirm their compliance with applicable laws and regulations, and mitigate risks related to fraud, bribery, corruption, or unethical practices.

The 3PDD process requires counterparties to provide proof of identity, proof of address, and relevant business registration documentation. These details are verified through public records, watchlists, and compliance databases to identify potential red flags, such as links to sanctioned entities or politically exposed persons. The scope of checks varies by risk profile, with high-risk relationships subject to enhanced due diligence, including independent reviews by external providers.

3PDD checks are conducted at critical stages of engagement, for example before signing contracts with suppliers, contractors, or advisors, or once an offer of employment has been accepted. High-risk third-party relationships are reassessed annually, while lower-risk relationships are reviewed every two years to ensure ongoing compliance.

Yellow Door Energy's Legal and Compliance Department oversees the program and provides approvals prior to contracting. Third parties identified as unsuitable or high risk may be placed on an internal Denied Party List (DPL), prohibiting any future engagement.

Non-adherence to the policy is considered a serious violation and may result in disciplinary action, including termination of employment. Through this structured due diligence approach, Yellow Door Energy strengthens its governance framework, protects stakeholder interests, and upholds its commitment to ethical and responsible business practices.

09

Responsible Business Practices

BOARD OF DIRECTORS

Board of Directors				
Name of Board member	**Executive Status**	**Independence status**	**Gender type**	**Tenure**
Ms. Lucy Heintz (Chairperson)	Non-Executive	Non - Independent	Female	3 years
Mr. Sherif Elkholy (Member)	Non-Executive	Non - Independent	Male	3 years
Mr. Allen Bucknam (Member)	Non-Executive	Independent	Male	3 years
Mr. James Mittell (Member)	Non-Executive	Non - Independent	Male	3 years
Mr. Paavan Bhargava (Member)	Non-Executive	Non - Independent	Male	2 years
Mr. Jad Moujalli (Member)	Non-Executive	Non - Independent	Male	1 years
Mr. Jeremy Crane (Member)	Executive	Non - Independent	Male	10 years

14% of the board members are female

14% of the board members are independent

Board Committees

Audit and Risk Committee

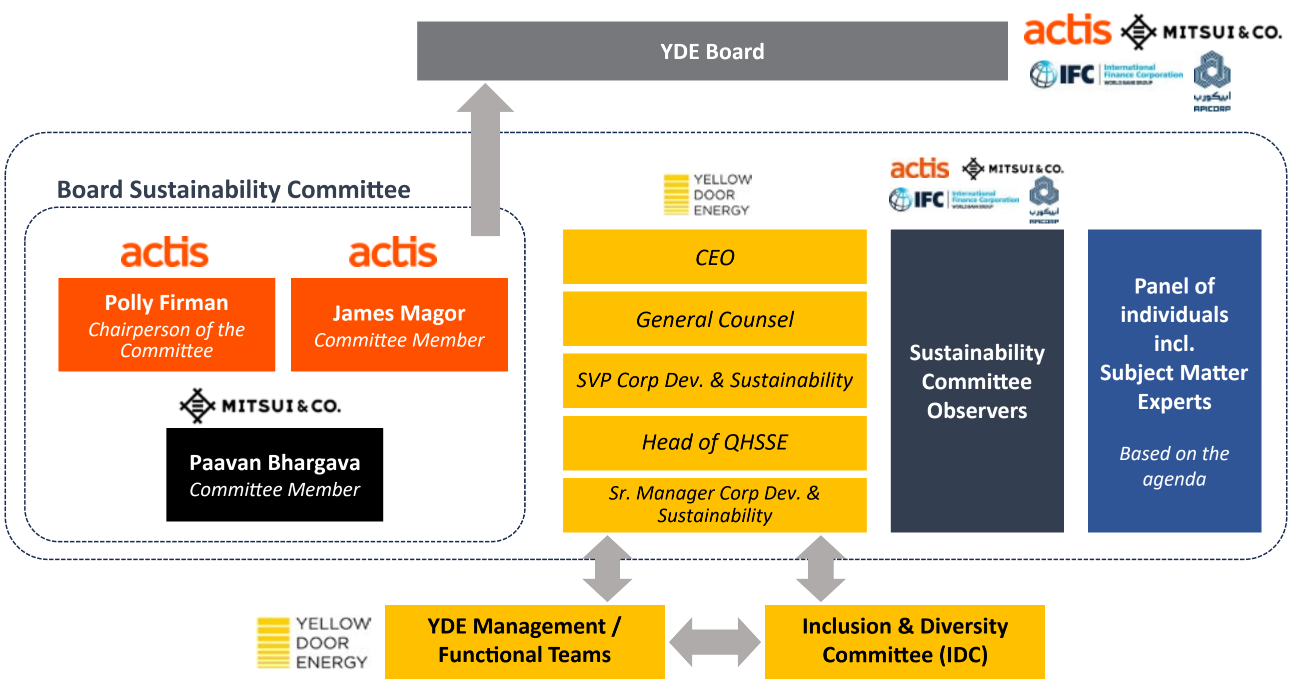
The Audit & Risk Committee is responsible for overseeing the integrity of the company's financial reporting, the effectiveness of internal controls, compliance with regulatory requirements, and the robustness of risk management processes. It works closely with external auditors to ensure transparency and accountability in financial and operational matters. This committee meets quarterly to review reports, assess emerging risks, and provide recommendations to the Board.

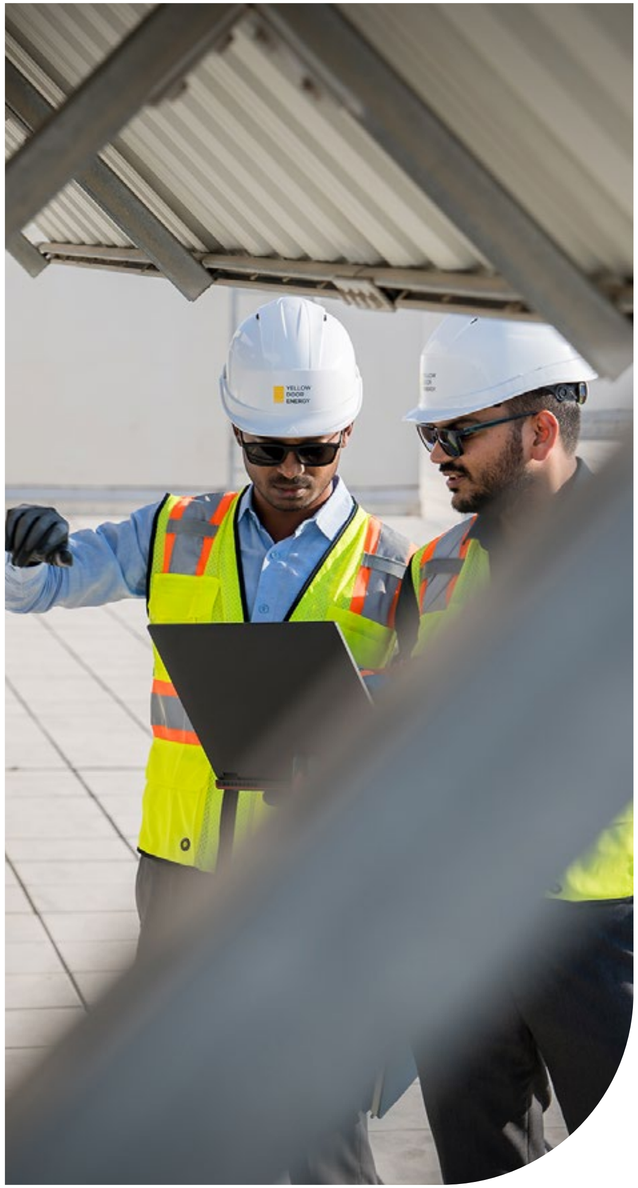
Remuneration and Nomination Committee (RemCo)

The Remuneration & Nomination Committee focuses on executive compensation, annual compensation of employees, incentive structures, succession planning. It evaluates remuneration policies to align leadership performance with long-term value creation. RemCo meets once annually, or as needed, to review and approve its recommendations.

Sustainability Committee

The Sustainability Committee provides oversight and strategic guidance on the company's environmental, social, and governance initiatives. It ensures sustainability goals are embedded into the business strategy, monitors progress on sustainability performance indicators, and advises on stakeholder engagement and reporting. This committee meets quarterly to track progress and address emerging sustainability trends and risks.





Investment Committee

The Investment Committee reviews, evaluates, and recommends significant capital expenditures, acquisitions, partnerships, and other strategic investments. Its role is to ensure that investment decisions are aligned with the company's long-term growth objectives while maintaining prudent financial stewardship. The committee meets quarterly to assess proposals, monitor approved projects, and report its findings to the Board. While the Sustainability Committee is responsible for overseeing the organization's impacts on the environment, social matters, and sustainability strategy, the Investment Committee also plays a role by evaluating project impacts during investment decisions.

Nomination and Responsibilities of the Highest Governance Body

The nomination and selection of YDE's Board of Directors (BoD) is led by shareholders, who evaluate candidates based on their professional experience, industry expertise, leadership capabilities, and strategic vision. The process prioritizes competencies relevant to the company's operational and sustainability impacts, as well as stakeholder perspectives, including those of shareholders. Additional considerations include diversity in gender, nationality, and professional background, while independence requirements are applied selectively to committees where impartial oversight is necessary, such as the audit or sustainability committees.

Managing ESG Impacts

At Yellow Door Energy, the Board of Directors (BoD) oversees the company's sustainability strategy and delegates responsibility for execution to specialized board committees and senior management. The Sustainability Committee, in turn, assigns specific sustainability responsibilities to cross-functional teams, including sustainability, operations, and compliance, who implement policies, monitor performance, and report progress. This structured approach ensures accountability and alignment with our sustainability goals.

The YDE Group CEO and Group Legal Counsel serve as observers on the Sustainability Committee, providing high-level oversight on the management of ESG impacts. Operational responsibility is delegated to either the Senior Manager – Sustainability or the Head of QHSSE, depending on the nature of the topic. This ensures that sustainability matters are addressed by the most relevant experts within the organization.

The Sustainability Committee convenes quarterly to review progress, with meetings thoroughly documented to maintain transparency. In cases requiring urgent attention, senior executives may call ad-hoc meetings to address critical issues. Reporting varies based on the topic, with formal written reports prepared when necessary to support decision-making.

Material ESG topics are reviewed annually, informed by both internal and external materiality assessments. If assessments indicate no significant shifts in stakeholder expectations or business priorities, the Board Sustainability Committee may retain the existing material topics without modification. This annual review process ensures our sustainability strategy remains relevant and responsive to evolving risks and opportunities, while maintaining continuity in our long-term sustainability commitments.

POLICIES AND PROCEDURES

At Yellow Door Energy, our operations are guided by a comprehensive set of policies and procedures that shape our daily activities, reinforce compliance with applicable regulations, and ensure consistency throughout the company. These internal governance mechanisms enable sound decision-making, strengthen risk management, and foster a culture built on sustainability, safety, and ethical conduct. To maintain their relevance, our policies are periodically reviewed and updated at multiple levels, including oversight and endorsement by the Board Sustainability Committee, the highest governance body responsible for sustainability matters.

Policy commitments are communicated to employees through multiple channels, including the Employee Handbook provided at onboarding, company-wide emails, Human Resource Management System (HRMS) platforms, and regular all-hands meetings and training sessions. These policies cover areas such as ethical conduct, anti-discrimination, data privacy, health and safety, and grievance mechanisms.

Standards of Conduct

At YDE, we believe that a strong culture of integrity, responsibility, and mutual respect is the foundation of a sustainable and thriving workplace. Whenever people come together to achieve common goals, clear standards of conduct are essential to ensure that we work efficiently, effectively, and harmoniously.

By accepting employment with YDE, each individual commits to upholding our values and adhering to company policies. These policies are not intended to restrict personal freedoms but to create a safe, inclusive, and productive environment where every colleague can succeed. Knowing that we can rely on one another to act ethically and responsibly makes YDE a better place to work for everyone.

Our policies set out minimum standards of conduct that we expect every employee to follow, covering areas such as:

- Compliance with company rules and ethical business conduct.
- Strict adherence to security and occupational health and safety protocols, including the use of required protective equipment.
- Commitment to a safe and respectful workplace, free from negligence, violence, threats, intimidation, or harassment of any kind.
- Prohibition of substance abuse in the workplace and restrictions on unauthorized possession of firearms, weapons, or explosives.
- Protection of company and employee property, with zero tolerance for theft, misrepresentation, or falsification of records.
- Upholding confidentiality, including non-disclosure of proprietary or personal information.
- Avoidance of conflicts of interest, including work with competing businesses.
- Responsible use of company resources and adherence to guidelines on personal use of communication tools.
- Respectful conduct at all times, including refraining from offensive language toward clients or colleagues.

Employees are encouraged to seek clarification from their Line Manager whenever they have questions about company policies, workplace rules, or grievance mechanisms. This ensures transparency, fosters trust, and strengthens our collective commitment to sustainable and ethical operations.

Communicating Critical Concerns

We have established clear mechanisms to ensure that critical concerns and sustainability-related issues are brought to the attention of the highest governance body. Two approaches are applied depending on the urgency of the matter:

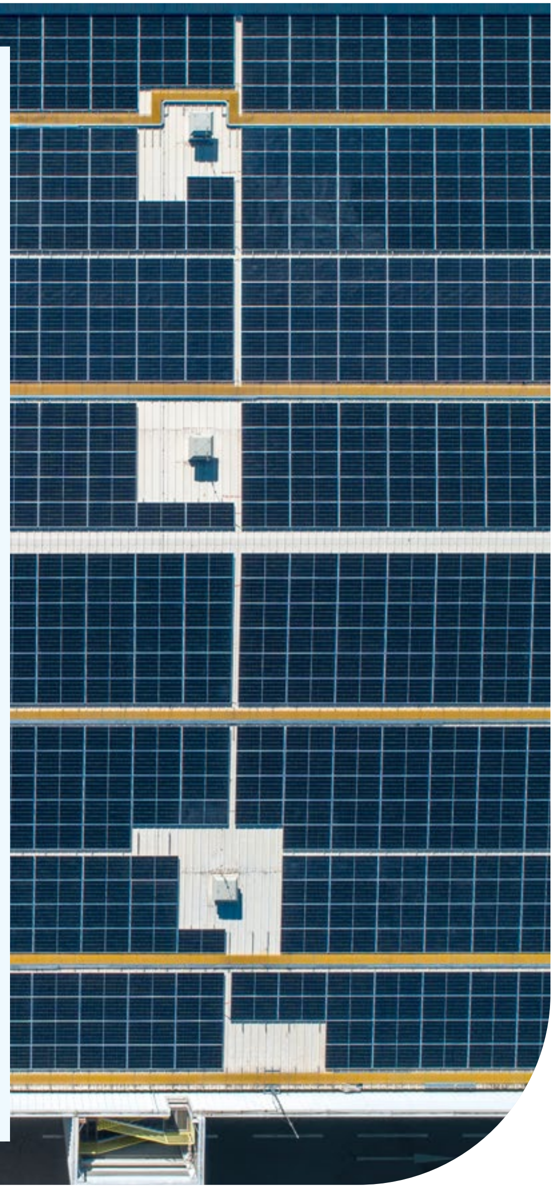
- Urgent issues are escalated directly to the Group CEO, who then communicates them promptly to the Board of Directors.
- Non-urgent matters are consolidated by the Senior Manager. Sustainability and incorporated into the agenda of the subsequent quarterly Board meeting.

There is no formal limit to the number of concerns discussed; however, the Board typically addresses three to five key topics per quarterly meeting to ensure depth, focus, and effective decision-making. The issues raised most often relate to financial and social matters, ranging from health and safety incidents at operational sites to discussions on carbon credit revenues. Where necessary, serious environmental or ethical concerns are also escalated to the Board for review.

To maintain awareness and informed oversight, the organization conducts periodic sustainability briefings and provides Board members with access to sustainability reports, market insights, and regulatory updates. These practices ensure that the Board remains up to date on emerging trends in the region, regulatory developments, and best practices in sustainable development.

In addition, we have several mechanisms in place to help individuals seek advice and report concerns regarding responsible business conduct. These include:

- An open-door policy that allows employees to speak with HR and management.
- Anonymous feedback forms, available through our HR system or as internal forms, for confidential reporting.
- A dedicated whistleblower mechanism for reporting unethical behavior with complete confidentiality.
- Clearly communicated HR contact points in onboarding materials and policy documents.



ETHICS, INTEGRITY AND COMPLIANCE

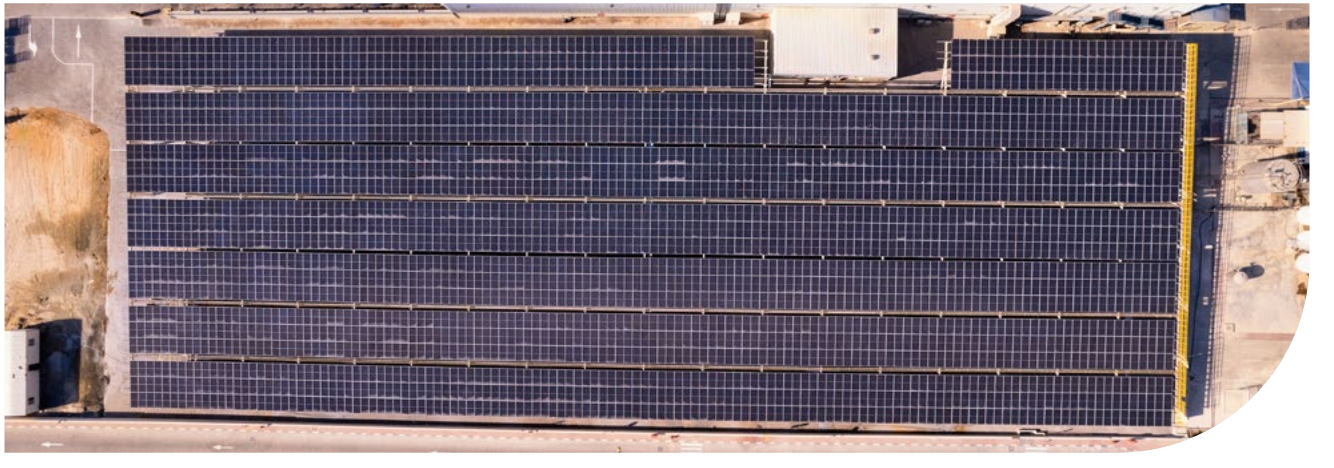
GRI 3-3, GRI 205-1, GRI 205-2, GRI 206-1

As a leader in a rapidly evolving industry, upholding the highest standards of integrity and transparency remains a cornerstone of our operations. This commitment is underscored by our stakeholders, who in 2024 identified 'Ethics, Integrity & Compliance' as among the most material topics for our company. Regulatory compliance is not only a legal obligation but also a strategic priority, ensuring our projects proceed without delays, penalties, or reputational risks. By fostering transparent relationships with regulators, we streamline approvals and advance shared objectives in renewable energy and environmental sustainability.

Our dedication to ethical and responsible business practices strengthens trust with customers, investors, and the communities we serve. To safeguard our employees and operations worldwide, YDE's dedicated Compliance team proactively addresses risks, ensuring alignment with legal, regulatory, and industry requirements. Operating across six countries, we recognize the diverse cultural perspectives on corporate ethics. In 2025, we will standardize our approach through tailored compliance training for all business functions, reinforcing a unified commitment to ethical conduct. Our training plan includes anti-bribery and anti-corruption, ethics and code of integrity, integrity line refresher, and conflicts of interest. The plan will cover new employee onboarding, refresher trainings, as well as monitoring and reporting.

YDE's compliance efforts extend beyond our own operations to our partners and suppliers, ensuring a sustainable and ethically aligned supply chain. Holding vendors to our rigorous standards mitigates legal and reputational risks while advancing our social and environmental responsibilities. Collaboration between our Compliance, Legal, and Procurement teams ensures that suppliers and contractors undergo thorough due diligence before onboarding - a proven strategy for preventing issues proactively.

Building on 2023's progress, we have enhanced our monitoring framework with advanced tools such as the Integrity Line and Third-Party Due Diligence systems. These measures have enabled continuous oversight, ensuring our entire network adheres to the highest standards of ethics and operational excellence. By embedding compliance into every aspect of our business, we uphold the principles of integrity and sustainability at the heart of our mission: delivering clean, reliable, and sustainable energy solutions for the future.



Conflicts of Interest

We uphold the highest standards of integrity by proactively managing conflicts of interest through a structured policy overseen by the VP of Business Integrity & Compliance. All employees are required to disclose any actual, potential, or perceived conflicts - whether involving personal interests, close relatives, or external affiliations - immediately in writing to their line manager and the compliance team. These disclosures are reviewed promptly to ensure transparency and mitigate risks.

Our policy strictly prohibits self-dealing, competition with YDE, or unauthorized personal gains derived from company positions. Certain situations, such as personal investments in suppliers or external directorships, may be permitted only with prior written approval, provided employees abstain from related decision-making processes. Hiring close relatives or engaging in secondary employment without approval is also restricted to safeguard fairness and objectivity.

Board members and senior leaders are held to the same rigorous standards, with conflicted individuals excluded from relevant discussions or decisions. Violations may result in disciplinary action, including termination, underscoring our zero-tolerance approach. To streamline compliance, employees use a standardized Conflicts of Interest Declaration Form, ensuring consistent documentation and accountability across all operations.

By embedding these principles into our culture, YDE reinforces trust, ethical conduct, and alignment with our mission to deliver sustainable energy solutions responsibly.

ANTI-BRIBERY AND ANTI-CORRUPTION

GRI 3-3, GRI 205-1, GRI 205-2

At YDE, we uphold a zero-tolerance policy against all forms of bribery, corruption, and unethical conduct. Our Anti-Bribery and Corruption (ACAB) Policy explicitly prohibits employees, agents, contractors, and business partners from offering, soliciting, or accepting any inducement - whether monetary or otherwise - that could influence or appear to influence business decisions. This includes gifts, hospitality, or benefits that may compromise impartiality or create conflicts of interest. We are proud to report that no confirmed incidents of corruption occurred during the reporting period, and no legal actions related to anti-competitive behavior, anti-trust, or monopoly legislation were pending or completed.

To ensure compliance, we implement robust measures:

01 **Risk Assessment and Monitoring:** The Compliance Steering Committee, supported by the Compliance Officer, conducts annual risk assessments to identify and mitigate internal and external corruption risks. These assessments evaluate country-specific risks, transactional vulnerabilities, and business partnerships, ensuring proactive safeguards are in place.

02 **Training and Awareness:** All employees undergo mandatory anti-bribery training, with specialized programs for high-risk roles such as procurement, sales, and interactions with public officials. This reinforces our ethical standards and equips teams to recognize and avoid potential violations.

03 **Third-Party Due Diligence:** We enforce strict Know Your Client (KYC) procedures for suppliers, agents, and contractors, requiring transparency in ownership, financial practices, and adherence to our policies. Contracts include clauses allowing immediate termination for breaches of anti-corruption commitments.

04 **Transparent Reporting:** Employees are encouraged to report concerns via confidential channels, including direct communication with the Compliance Officer or through our Whistle Blowing Policy. All reports are investigated promptly, with protections for those acting in good faith.

05 **Record-Keeping and Accountability:** Accurate financial records are maintained to prevent off-book transactions, and a Gifts and Hospitality Register tracks all exchanges to ensure they are reasonable, proportionate, and ethically justified.

To ensure full compliance across our organization, we implement robust measures beginning with comprehensive training programs. All our employees complete annual anti-bribery training, while every new joiner undergoes an induction program that includes a dedicated anti-corruption module. This training reinforces our ethical standards and equips our team to recognize and properly handle potential violations. Specialized programs are provided for high-risk roles such as procurement, sales, and positions involving interactions with public officials.

We extend our compliance requirements to all business relationships. Every single one of our business partners has Anti-Bribery and Anti-Corruption clauses included in their contracts. Additionally, we subject all potential partners to a rigorous due diligence process where they must complete a detailed questionnaire demonstrating their commitment to anti-bribery and anti-corruption principles. This thorough vetting helps us maintain ethical standards throughout our supply chain and partnerships.

Our Compliance Steering Committee, supported by the dedicated Compliance Officer, conducts annual risk assessments to identify and mitigate potential corruption risks. These evaluations examine country-specific vulnerabilities, transactional risks, and business partnership dynamics to implement appropriate safeguards. The Gifts and Hospitality Policy provides clear guidelines, requiring all gifts or hospitality valued above certain thresholds to be recorded in our official Gifts and Hospitality Register, which undergoes quarterly review by the Audit & Compliance Committee.

Through accurate financial record-keeping and our biannual Gifts & Hospitality Declaration process, we ensure full accountability for all transactions. Employees must regularly certify their compliance, maintaining our culture of transparency. These comprehensive measures demonstrate YDE's unwavering commitment to integrity, aligning with international standards including the UK Bribery Act 2010, while protecting our reputation and stakeholder trust through principled business conduct.

Whistleblowing Policy

The YDE Whistleblowing Policy affirms our commitment to fostering a safe, ethical, and transparent workplace by protecting the rights of individuals to report misconduct. Employees and stakeholders are encouraged to report violations of company policies, unethical behavior, or illegal activities - such as fraud, corruption, bribery, or serious health and safety risks - through designated channels without fear of retaliation. Yellow Door Energy guarantees confidentiality for whistleblowers and ensures that all reported concerns are handled impartially and responsibly. This framework enables early detection, prompt resolution, and continuous ethical improvement across our operations, reinforcing our dedication to corporate integrity and sustainability.

Yellow Door Energy's whistleblowing system is inclusive and accessible to a wide range of stakeholders, ensuring comprehensive oversight of ethical practices. It is available to:

- All Yellow Door Energy employees, including full-time, part-time, and fixed-term contract workers.
- Secondees and consultants engaged under a contract of services with the Company.

This broad accessibility ensures that everyone connected to YDE's operations can contribute to maintaining ethical standards, compliance, and accountability - key elements of our sustainability and governance framework.

The system is designed to be secure, confidential, and efficient, providing multiple avenues for reporting concerns:

24/7 Whistleblowing Hotline
Reports can be submitted anonymously via phone (country-specific hotlines) or email through the Tip Offs Anonymous platform YDE@tip-offs.com.

Written Reports
Employees may submit detailed allegations in writing, including relevant background and evidence, to the Compliance Officer or General Counsel.

Escalation Protocols
If implicated parties are involved, reports are escalated to the Internal Auditor or the Audit & Compliance Committee.

Legal and Regulatory Compliance
The system adheres to international anti-corruption laws and local regulations in all operating countries.

YDE's whistleblowing policy is built on four fundamental commitments:

01 Protection of Whistleblowers
Zero tolerance for retaliation; acts of retaliation must be reported to the Compliance Officer.

02 Presumption of Innocence
Allegations are investigated fairly, with no presumption of guilt.

03 Secure Handling of Reports
Confidentiality is prioritized, though anonymity cannot be guaranteed in legal proceedings.

04 Transparent Follow-Up
Whistleblowers receive acknowledgment within 21 working days, with updates on investigation progress (though outcomes remain confidential).

We believe that ethical business is sustainable business. By empowering employees and partners to speak up without fear, we create a workplace where integrity thrives. For more information or to submit a report, contact the Whistleblowing Hotline or visit the designated platform.

MEMBERSHIPS AND AFFILIATIONS

As part of our commitment to driving sustainable progress, we actively collaborate with leading industry associations and forums. Through these partnerships, we contribute to policy dialogues, exchange best practices, and champion the adoption of clean energy solutions and robust sustainability standards across the region.

Our memberships include:

- IRENA – International Renewable Energy Agency
- Clean Energy Business Council – Middle East & North Africa (مجلس صناعات الطاقة النظيفة)
- MESIA – Middle East Solar Industry Association
- SAPVIA – South African Photovoltaic Industry Association

OUR TAX APPROACH

GRI 3-3, GRI 207-1, GRI 207-2, GRI 207-3

We maintain a responsible and compliant tax strategy that aligns with our corporate governance framework and sustainability commitments. Our tax governance and financial oversight are led by Group CFO, supported by our finance and legal teams, with strategic oversight provided by the Board of Directors and Audit Committee through regular reporting and reviews.

Our tax approach is embedded across business operations, influencing budgeting, investment decisions, cross-border transactions, and contract structuring to ensure both regulatory compliance and operational efficiency. We integrate tax risk assessment into our enterprise risk management framework, employing robust internal controls, documented procedures, and staff training to mitigate risks. In jurisdictions with higher complexity, such as Jordan, we proactively engage with tax authorities to resolve uncertainties and ensure adherence to local regulations.

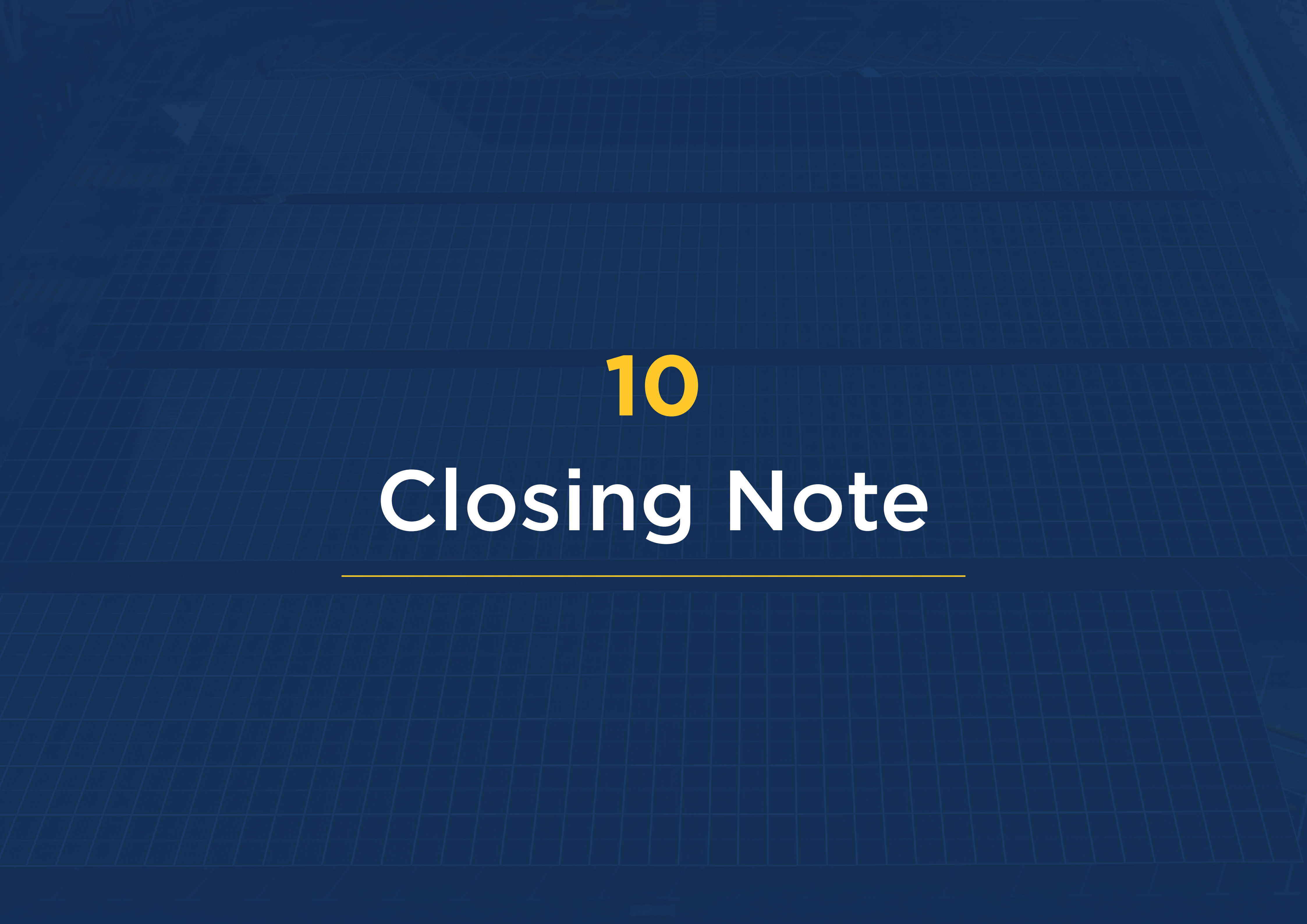
Tax compliance is monitored through a multi-layered assurance process:

- **Internal reviews:** Periodic self-assessments and internal audits evaluate adherence to our tax control framework, with gaps addressed through remediation plans.
- **External audits:** Statutory auditors review tax disclosures in annual financial statements, while specialized external advisors assess high-risk areas or complex transactions.

Findings are escalated to senior management and the Audit Committee to ensure accountability and timely corrective actions.

While our primary focus remains on compliance, we maintain channels for stakeholders to raise concerns, including an anonymous whistleblowing platform and direct communication with management. Shareholder feedback is collected by the Group CFO and Tax Manager as needed.

As a growing company, our role in tax policy advocacy is limited. We monitor regulatory updates through industry associations and advisors but do not actively shape policy discussions. Our approach emphasizes accuracy, timeliness, and transparency - filing returns diligently and seeking expert advice where required - to uphold our commitment to ethical financial practices while supporting sustainable business growth.



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Closing Note

As we present Yellow Door Energy's third sustainability report, I am inspired by how far we have come in just a few short years. In 2022, we set the foundations of our sustainability strategy. In 2023, we transformed promises into tangible action. And in 2024, we took the next step: embedding sustainability into the core of how we operate, grow, and serve our stakeholders.

This year, we scaled our efforts across markets, accelerating renewable energy deployment and deepening our focus on value chain emissions. Our progress on Scope 3 initiatives reflects not only our determination to lead by example, but also our belief that true impact comes from collaboration with partners, suppliers, and customers. We have aligned our projects and operations with our interim 2030 and 2040 targets, ensuring that every investment decision we make brings us closer to our 2050 net-zero ambition.

At the same time, 2024 has reminded us that the path to sustainability is not without challenges. Regulatory shifts, financing conditions, and climate-related risks test our resilience. Yet, these challenges only strengthen our commitment to innovation, transparency, and continuous improvement.

We are especially proud of the expansion of our community initiatives. Project Daw in Jordan continued to create opportunities for young engineers, while in 2024 we laid the groundwork for Project Lumen30 in South Africa. This flagship program is designed to bring reliable solar power to underserved communities, while also preparing the next generation of clean energy leaders. As part of its training stream, we educated 30 young adults who are now equipped with the capabilities to contribute to and sustain the energy transition in their communities. The implementation of Project Lumen30 will carry forward into 2025, and we are committed to ensuring it becomes a catalyst for positive change in one of the world's most underdeveloped regions.

Looking ahead, we will continue to scale responsibly, invest in digital solutions to monitor and optimize performance, and work hand in hand with our stakeholders to deliver measurable impact. I extend my sincere gratitude to our employees, partners, investors, and customers for their trust and collaboration. Together, we are proving that sustainable growth is not only possible, but essential.

Jeremy Crane
Group CEO and Board Member
Yellow Door Energy

Appendices

Risks

Below is the expanded long-list of identified risks in 2024.

Technological	A. **Technological Obsolescence:** Advancement in renewable energy technologies (especially in panels) may make current technologies obsolete. B. **Operational Failures:** Technical failures in solar panels, inverters, or energy storage systems. Our systems are getting older. C. **Integration with Grid:** Off-grid projects have challenges in integrating with existing grid infrastructure.
Geopolitical	A. **Regulatory Changes:** Sudden changes in energy regulations or tariffs impacting profitability. B. **International Relations:** Geopolitical tensions affecting trade and investment in renewable energy projects especially supply from China. C. **Security Concerns:** Risks of war, terrorism or conflicts affecting the stability of energy infrastructure.
Environmental	A. **Climate Change:** Extreme weather events disrupting operations and damaging infrastructure. B. **Waste Management:** Challenges in recycling and disposing of solar panels and batteries. C. **Resource Availability:** Scarcity of raw materials required for manufacturing solar panels and batteries. Furthermore, circular systems have not been established broadly for resource recycling.
Societal	A. **Community Relations:** Issues with local communities opposing renewable energy installations. B. **Health and Safety:** Risks associated with the health and safety of employees working on-site. C. **Youth Employment:** Difficulty sourcing employees with the right skill sets, and ensuring youth employment rates increase.
Economic	A. **Energy Market Fluctuations:** Volatility in energy prices affecting revenue. B. **Investment Risks:** Challenges in securing funding for new projects. C. **Cost Overruns:** Risks of project costs exceeding initial estimates. D. **Economic Downturns:** Economic recessions affecting demand for commercial and industrial energy solutions. E. **Exchange Rates:** Fluctuations in currency exchange rates impacting financial stability.

The table exhibits our categorization of each risk, based on tenure, consequence and likelihood, with our three focus events highlighted in red:

Risk Group	Risk	Tenure (Short: 2 years) (Long: 10 years)	Consequence (Insignificant, Minor, Serious, Disastrous, Catastrophic)	Likelihood (Rare, Unlikely, Possible, Likely, Almost Certain)
Technological	Technological Obsolescence	Short	Minor	Almost Certain
Technological	Operational Failures	Short & Long	Serious	Likely
Technological	Integration with Grid	Long	Minor	Likely
Geopolitical	Regulatory Changes	Short & Long	Serious	Almost Certain
Geopolitical	International Relations	Short & Long	Serious	Likely
Geopolitical	Security Concerns	Short & Long	Disastrous	Likely
Environmental	Climate Change	Long	Disastrous	Almost Certain
Environmental	Waste Management	Long	Serious	Almost Certain
Environmental	Resource Availability	Long	Serious	Likely
Societal	Community Relations	Short & Long	Catastrophic	Possible
Societal	Health and Safety	Short & Long	Catastrophic	Possible
Economic	Energy Market Fluctuations	Short & Long	Serious	Likely
Economic	Investment Risks	Long	Serious	Unlikely
Economic	Cost Overruns	Long	Serious	Possible
Economic	Economic Downturns	Long	Disastrous	Unlikely
Economic	Exchange Rates	Short & Long	Serious	Unlikely

The events in the Risk Matrix can be assessed against the following descriptive table:

Rare	M	S	H	E	E
Unlikely	L	M	S	H	E
Possible	L	M	M	S	H
Likely	L	L	M	M	S
Almost Certain	L	L	L	L	M
Consequence and likelihood	*Insignificant*	*Minor*	*Serious*	*Disastrous*	*Catastrophic*

Description of the matrix:

L = Low risk

M = Medium Risk

S = Substantial Risk

H = High Risk

E = Extreme Risk

Descriptor	Description
Almost Certain	*Is expected to occur in most circumstances*
Likely	*Will probably occur in most circumstances*
Possible	*Might occur at some time*
Unlikely	*Could occur at some time*
Rare	*May only occur in exceptional circumstances*
Insignificant	*Low financial loss, no disruption to capability, no impact on community standing*
Minor	*Medium financial loss, minor disruption to capability, minor impact on community standing*
Serious	*High financial loss, some ongoing disruption to capability, modest impact on community standing*
Disastrous	*Major financial loss, ongoing disruption to capability, major impact on community standing*
Catastrophic	*Mission critical financial loss, permanent disruption to capability, ruinous impact on community standing*

GCC ESG Disclosure Metrics

ESG METRICS						
Topic	**Metric**	**Calculation**	**2024**	**2023**	**2022**	**GRI Correspondence**
ENVIRONMENTAL	*E1. GHG Emissions*	E1.1) Total amount in CO2 equivalents, for Scope 1	46.30 tCO_2e	41.6 tCO_2e	14,198.40 $kgCO_2e$	GRI 305: Emissions 2016
		E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)	219.58 tCO_2e	176.35 tCO_2e	67,383.67 $kgCO_2e$	
		E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)	tCO_2e (limited Scope 3 data availability)	3,305.28 tCO_2e	Not reported in 2022	
	E2. Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	3.6 tCO_2e per MWp operation projects (limited Scope 3 data availability)	28.4 tCO_2e per MWp operation projects	Not reported in 2022	GRI 305: Emissions 2016
	E3. Energy Usage	E3.1) Total amount of energy directly consumed	307,024 kWh	229,727 kWh	137,627 kWh	GRI 302: Energy 2016
	E4. Energy Intensity	Total direct energy usage per output scaling factor	2,602 kWh/FTE	1,689 kWh/FTE	1,075 kWh/FTE	GRI 302: Energy 2016
	E5. Energy Mix	Percentage: Energy usage by generation type	88% grid - 12% diesel generators	96% grid - 4% diesel generators	93% grid - 7% diesel generators	GRI 302: Energy 2016
	E6. Water Usage	E6.1) Total amount of water consumed	Under development	973,325 liters	1,168,267 liters	GRI 303: Water and Effluents 2018
		E6.2) Total amount of water reclaimed	0	0	0	
	E7. Environmental Operations	E7.1) Does your company follow a formal Environmental Policy? Yes/No	YES	YES	YES	GRI 103: Management Approach 2016*
		E7.2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No	Under development	Under development	NO	
		E7.3) Does your company use a recognized energy management system?	NO	NO	NO	
	E8. Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues? Yes/No	YES	YES	YES	GRI 102: General Disclosures 2016
	E9. Environmental Oversight	Does your Board oversee and/or manage sustainability issues? Yes/No	YES	YES	YES	GRI 102: General Disclosures 2016

	E10. Climate Risk Mitigation	E10.1) Total amount invested, annually, in climate related infrastructure, resilience, and product development	$12.3M	$76.3m	$24.8m (40.8 MW assets became operational)	
		E.10.2) Does your company have sites/operations located in or within the area of influence of biodiversity sensitive areas?	NO	NO	Not reported in 2022	
SOCIAL	*S1. CEO Pay Ratio*	S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	Not Disclosed	Not Disclosed	Not Disclosed	GRI 102: General Disclosures 2016
		S1.2) Does your company report this metric in regulatory filings? Yes/No	NO	NO	NO	
	S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation	1 for the same position	1 for the same position	1 for the same position	GRI 405: Diversity and Equal Opportunity 2016
	S3. Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	-14%	6.25%	11.00%	GRI 401: Employment 2016
		S3.2) Percentage: Year-over-year change for part-time employees	Not Applicable	Not Applicable	Not Applicable	
		S3.3) Percentage: Year-over-year change for contractors/consultants	Not Applicable	Not Applicable	Not Applicable	
	S4. Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	30% female, 70% male	34% female, 66% male	34% female, 66% male	GRI 102: General Disclosures 2016 GRI 405: Diversity and Equal Opportunity 2016
		S4.2) Percentage: Entry and mid-level positions held by men and women	33% female, 67% male	36% female, 64% male	38% female, 62% male	
		S4.3) Percentage: Senior- and executive level positions held by men and women	25% female, 75% male	15% female, 85% male	13% female, 87% male	
		S4.4) Number of female promotions during the reporting year	XXX	6 (33% of all promotions)	Not reported in 2022	GRI 102: General Disclosures 2016
	S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	0%	0%	0%	
		S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	3.28%	2.82%	3.03%	
	S6. Non-Discrimination	Does your company follow non-discrimination policy? Yes/No	YES	YES	YES	GRI 103: Management Approach 2016*
	S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	0	0.3 incident /200,000 person hours	0	GRI 403: Occupational Health and Safety 2018

	S8. Global Health & Safety	S8.1) Does your company follow an occupational health and/or global health & safety policy? Yes/No	YES	YES	YES	GRI 103: Management Approach 2016*
		S8.2) Number of beneficiaries of HSE trainings during the reporting year	118	138	Not reported in 2022	
	S9. Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No	YES	YES	YES	GRI 103: Management Approach 2016*
		S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	YES	YES	YES	
	S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	YES	YES	YES	GRI 103: Management Approach 2016
		S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	YES	YES	YES	
	S11. Social Commitment	S.11.1) Total amount spends on community/ social/ stakeholder initiatives and programmes (including those which are mandatory e.g. as part of lender or regulatory requirements)	75,000 USD	55,000 USD	Not reported in 2022	
		S.11.2) Number of local community complaints received over the reporting year	0	0	Not reported in 2022	
	S12. Labor Rights	S.12.1) Do you offer working conditions consistent with the ILO Core Conventions?	YES	YES	Not reported in 2022	
		S.12.2) Do you offer working conditions consistent with the ILO Basic Terms and Conditions of Employment?	YES	YES	Not reported in 2022	
	S13. Nationality Diversity	S13.1) Number of international employees	73 (62% of the workforce)	91 (66% of the workforce)	Not reported in 2022	
	G1. Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	14% female, 86% male	14% female, 86% male	29% female, 71% male	GRI 405: Diversity and Equal Opportunity 2016
		G1.2.1) Percentage: Audit Committee chairs occupied by men and women	100% male	25% female, 75% male	25% female, 75% male	
		G1.2.2) Percentage: Investment Committee chairs occupied by men and women	100% male	100% male	100% male	
		G1.2.3) Percentage: Remuneration Committee chairs occupied by men and women	33% female, 67% male	33% female, 67% male	67% female, 33% male	
		G1.2.4) Percentage: Sustainability Committee chairs occupied by men and women	33% female, 67% male	100% male	100% male	

GOVERNANCE	*G2. Board Independence*	G2.1) Does company prohibit CEO from serving as board chair? Yes/No	Yes - per our company Articles	Yes - per our company Articles	Yes - per our company Articles	
		G2.2) Percentage: Total board seats occupied by independent board members	0	0	0	
	G3. Incentivized Pay	Are executives formally incentivized to perform on sustainability?	Only Health and Safety-related KPIs	Only Health and Safety-related KPIs	Only Health and Safety-related KPIs	
	G4. Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No	YES	YES	YES	
		G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	Since 2022 - all the major component contracts have this signed off	Since 2022 - all the major component contracts have this signed off	Since 2022 - all the major component contracts have this signed off	
	G5. Ethics & Prevention of Corruption	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No	YES	YES	YES	
		G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	100%	100%	52%	
		G5.4) Please indicate the number of serious integrity or compliance matters during the reporting period	0	0	Not reported in 2022	
		G5.5) Number of on-going legal proceedings as of the end of 2023	0	0	Not reported in 2022	
	G6. Data Privacy	G6.1) Does your company follow a Data Privacy policy? Yes/No	YES	YES	No, under development	
		G6.2) Has your company taken steps to comply with GDPR rules? Yes/No	NO	NO	NO	
	G7. Sustainability Reporting	Does your company publish a sustainability report? Yes/No	YES	YES	YES	
	G8. Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No	YES	YES	NO	
		G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No	YES	YES	YES	
		G8.3) Does your company set targets and report progress on the UN SDGs? Yes/No	YES	YES	YES	
	G9. External Assurance	Are your sustainability disclosures assured or verified by a third-party audit firm? Yes/No	NO	NO	NO	* GRI 103: Management Approach 2016 is to be used in combination with the topic specific standards

GRI Content Index

Statement of use	Yellow Door Energy has reported in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	7, 9-10			
	2-2 Entities included in the organization's sustainability reporting	7			
	2-3 Reporting period, frequency and contact point	7			
	2-4 Restatements of information	Water consumption values for 2023 have been restated due to improved calculation methodology.			
	2-5 External assurance	No external assurance has been conducted.			
	2-6 Activities, value chain and other business relationships	12			
	2-7 Employees	41			
	2-8 Workers who are not employees		2-8	Information unavailable/ incomplete	YDE was unable to obtain the required data from contractors within the reporting period.
	2-9 Governance structure and composition	66-67			

	2-10 Nomination and selection of the highest governance body	66, 68			
	2-11 Chair of the highest governance body	66			
	2-12 Role of the highest governance body in overseeing the management of impacts	66-67			
	2-13 Delegation of responsibility for managing impacts	66-67			
	2-14 Role of the highest governance body in sustainability reporting	7, 66-68			
	2-15 Conflicts of interest	73			
	2-16 Communication of critical concerns	71			
	2-17 Collective knowledge of the highest governance body	71			
	2-18 Evaluation of the performance of the highest governance body	The evaluation of the highest governance body's performance is conducted annually and is based on a set of financial and non-financial metrics. KPIs related to sustainability (OHS and Emissions) are integrated into this evaluation process.	2-18 b, c	Information unavailable/ incomplete	Information on the independence, frequency of evaluations, and actions taken in response to such evaluations is not available for the reporting period.
	2-19 Remuneration policies	Remuneration is a combination of fixed and variable pay, relying on YDE's performance. Alignment is primarily based on financial performance but also includes sustainability-related KPIs.	2-19aii-v	Confidentiality constraints	Details of the policy components are confidential.

	2-20 Process to determine remuneration	Remuneration policies align with industry benchmarks, YDE performance, and individual responsibilities. Remuneration is based on role, experience, and performance, with incentives linked to financial and non-financial (including ESG) objectives where applicable. The process is overseen by an independent Remuneration Committee and supported by independent external consultants.	2-20b	Confidentiality constraints	Stakeholder voting results regarding remuneration policies and proposals are confidential.
	2-21 Annual total compensation ratio		2-21	Confidentiality constraints	Financial information is confidential.
	2-22 Statement on sustainable development strategy	4			
	2-23 Policy commitments	69-70, 72 Senior management approves policy commitments. If a policy commitment is expected to have a material financial impact, the Board or relevant Board committees are consulted prior to finalization.			
	2-24 Embedding policy commitments	69-70			
	2-25 Processes to remediate negative impacts	52-53, 71			
	2-26 Mechanisms for seeking advice and raising concerns	53, 71			
	2-27 Compliance with laws and regulations	Zero incidents of non-compliance with laws and regulations were recorded in the fiscal year.			
	2-28 Membership associations	77			

	2-29 Approach to stakeholder engagement	19			
	2-30 Collective bargaining agreements	Employees are not covered by collective bargaining agreements. Working conditions and terms of employment are determined internally in line with company policies, applicable local labor laws, and industry standards. In some operating locations, collective bargaining is not applicable due to legal provisions.			
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19-20			
	3-2 List of material topics	21-22			
Economic performance *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		201-1	Confidentiality constraints	Financial information is confidential.
	201-2 Financial implications and other risks and opportunities due to climate change		201-2		
	201-3 Defined benefit plan obligations and other retirement plans		201-3		
	201-4 Financial assistance received from government		201-4		
Market presence *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		202-1	Confidentiality constraints	Financial information is confidential.

	202-2 Proportion of senior management hired from the local community	45			
Indirect economic impacts *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 46-48			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	46-48			
	203-2 Significant indirect economic impacts	41			
Procurement practices *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	60-64			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	60-64			
Anti-corruption *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	72, 74-75			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	100% of our operations are assessed for risks related to corruption.	205-1b	Confidentiality constraints	Identified risks related to corruption are confidential.
	205-2 Communication and training about anti-corruption policies and procedures	72, 74			
	205-3 Confirmed incidents of corruption and actions taken	74			
Anti-competitive behavior *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	74			

Tax *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 207: Tax 2019	207-1 Approach to tax	78			
	207-2 Tax governance, control, and risk management	78			
	207-3 Stakeholder engagement and management of concerns related to tax	78			
	207-4 Country-by-country reporting		207-4	Confidentiality constraints	Information related to tax jurisdiction is confidential.
Materials *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 301: Materials 2016	301-1 Materials used by weight or volume		301-1	Not applicable	YDE does not produce its own products.
	301-2 Recycled input materials used		301-2		
	301-3 Reclaimed products and their packaging materials		301-3		
Energy *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 30			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	30			
	302-2 Energy consumption outside of the organization		302-2	Information unavailable/ incomplete	Energy consumption data outside YDE could not be collected from third-party sources within the reporting period.
	302-3 Energy intensity	30			
	302-4 Reduction of energy consumption		302-4	Information unavailable/ incomplete	Information regarding energy reduction could not be collected within the reporting period.
	302-5 Reductions in energy requirements of products and services		302-5	Information unavailable/ incomplete	Information regarding energy reduction could not be collected within the reporting period.

Water and effluents *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	31			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		303-1	Not applicable	YDE does not share water resources with other parties.
	303-2 Management of water discharge-related impacts		303-2	Not applicable	YDE only uses municipal water and does not discharge water. PV module cleaning water effluent only adds dust to the properties of the municipal water. Therefore YDE has no need to formally set standards for quality of effluent discharge.
	303-3 Water withdrawal		303-3	Not applicable	YDE only uses municipal water and does not withdraw water from other sources.
	303-4 Water discharge		303-4	Not applicable	YDE does not discharge water as part of its operations.
	303-5 Water consumption	31			
Biodiversity *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	35			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	35			
	304-2 Significant impacts of activities, products and services on biodiversity	35			
	304-3 Habitats protected or restored		304-3	Not applicable	YDE is not involved in any operations that require habitat restoration.

	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		304-4	Not applicable	YDE does not operate in IUCN Red List-related habitats.
Emissions *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	26-29			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	27			
	305-2 Energy indirect (Scope 2) GHG emissions	27			
	305-3 Other indirect (Scope 3) GHG emissions	27			
	305-4 GHG emissions intensity	27			
	305-5 Reduction of GHG emissions	27			
	305-6 Emissions of ozone-depleting substances (ODS)		305-6	Information unavailable/ incomplete	Information regarding ODS could not be collected within the reporting period.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7	Information unavailable/ incomplete	Information regarding other emissions could not be collected within the reporting period.
Spills *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 306: Effluents and Waste 2016	306-3 Significant spills		306-3	Not applicable	YDE's operations do not involve risk of significant spills.
Waste *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	32-34			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	32-33			

	306-2 Management of significant waste-related impacts	32-33			
	306-3 Waste generated	34	306-3 (Partial)	Information unavailable/ incomplete	Information regarding waste generated in offices could not be collected within the reporting period.
	306-4 Waste diverted from disposal	34	305-4 (Partial)	Information unavailable/ incomplete	Information regarding waste diverted could not be collected from all operational locations within the reporting period.
	306-5 Waste directed to disposal		306-5	Information unavailable/ incomplete	Information regarding waste disposal could not be collected within the reporting period.
Supplier environmental assessment *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	60-64			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	62-64			
	308-2 Negative environmental impacts in the supply chain and actions taken		308-2	Information unavailable/ incomplete	Information related to negative environmental impacts in the supply chain could not be collected within the reporting period.
Employment *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	42-44			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	42			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44	401-2 (Partial)	Not applicable	YDE only has full-time employees.
	401-3 Parental leave	44			

Labor/management relations *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	The notice period varies depending on the nature and urgency of the operational change; however, the organization typically aims to provide a minimum of one month's notice.	402-1b	Not applicable	YDE does not have collective bargaining agreements in place.
Occupational health and safety *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	50-55			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	50			
	403-2 Hazard identification, risk assessment, and incident investigation	54-55			
	403-3 Occupational health services	50-55 YDE's key functions regarding occupational health services in identifying and eliminating hazards and minimizing risks are managed by the QHSSE team.			
	403-4 Worker participation, consultation, and communication on occupational health and safety	50	403-4b	Not applicable	YDE does not have a formal joint management-worker health and safety committee.
	403-5 Worker training on occupational health and safety	51			
	403-6 Promotion of worker health	YDE does not have non-occupational healthcare services or programs in place.			

	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54			
	403-8 Workers covered by an occupational health and safety management system	51			
	403-9 Work-related injuries	54			
	403-10 Work-related ill health	54			
Training and education *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	42			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		404-1	Information unavailable/ incomplete	Information related to average hours of training per year per employee could not be collected within the reporting period.
	404-2 Programs for upgrading employee skills and transition assistance programs	42			
	404-3 Percentage of employees receiving regular performance and career development reviews	43			
Diversity and equal opportunity *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	37			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	37, 41, 66			
	405-2 Ratio of basic salary and remuneration of women to men	43, 45			

Non-discrimination *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	37-38, 69			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	37			
Freedom of association and collective bargaining *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		407-1	Information unavailable/ incomplete	Third-party information regarding collective bargaining agreements could not be collected within the reporting period.
Child labor *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	56			
Forced or compulsory labor *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	56			
Security practices *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		410-1	Not applicable	YDE does not employ security personnel directly and uses contractor services for security purposes.

Rights of Indigenous Peoples *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Zero incidents of violations to rights of indigenous peoples have been recorded.			
Local communities *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	46-48			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	47-48 No operations have implemented local community engagement, impact assessments, and/or development programs in 2024.			
	413-2 Operations with significant actual and potential negative impacts on local communities	No operations have significant actual and potential negative impacts on local communities.			
Supplier social assessment *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 3: Material Topics 2021	3-3 Management of material topics	62-64			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	62-64			
	414-2 Negative social impacts in the supply chain and actions taken		308-2	Information unavailable/ incomplete	Information related to negative environmental impacts in the supply chain could not be collected within the reporting period.
Public policy *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 415: Public Policy 2016	415-1 Political contributions		415-1	Not applicable	YDE has not made any political contributions.

Customer health and safety *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100% of services have been assessed for H&S impacts.			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Zero incidents of non-compliance regarding H&S impacts of services were recorded in the fiscal year.			
Marketing and labeling *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		417-1	Not applicable	Yellow Door Energy provides energy solutions and does not manufacture or sell products requiring labeling; labeling is the responsibility of equipment manufacturers.
	417-2 Incidents of non-compliance concerning product and service information and labeling		417-2	Not applicable	
	417-3 Incidents of non-compliance concerning marketing communications	Zero incidents of non-compliance concering marketing communications have been recorded.			
Customer privacy *[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]*					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Zero substantiated customer privacy complaints have been recorded.			

Turning Ambition into Action:

Advancing a Just Energy Future

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Sustainability Report publication date
December 2025

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