



**AVGOL<sup>®</sup>**  
*Nonwovens*

An Indorama Ventures Company

# Environment Social Governance

2022-2024

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# Letter from the CEO



*“This report not only reflects our commitment to environmental stewardship and social responsibility but also establishes a framework for accountability and transparency with all our stakeholders, extending beyond merely meeting regulatory requirements.”*

SIVAN YEDIDSION, CEO, AVGOL

I am proud to present Avgol's first Environmental, Social, and Governance (ESG) report, marking a significant milestone in our journey towards sustainability. This report not only reflects our commitment to environmental stewardship and social responsibility but also establishes a framework for accountability and transparency with all our stakeholders, extending beyond merely meeting regulatory requirements. **We believe that taking proactive measures to care for our planet and society is integral to our values and long-term success.** By striving to go above and beyond in our efforts, we are dedicated to acting in ways that resonate with our core principles, ensuring that our actions today lay a strong foundation for a sustainable future.

Amid global climate changes and in alignment with evolving environmental regulations, we have consistently prioritized sustainability and efficiency in our operations and approach the future with optimism. This report serves as a foundational baseline for our ESG initiatives, enabling us to measure our progress in a meaningful way. Furthermore, we are actively engaged in identifying and establishing significant ESG goals as we continue to refine our methodologies in this important area.

We firmly believe that our employees are our most valuable asset, and their well-being is

paramount to our success. In the face of today's societal challenges, including global geopolitical situations, we strive to create a supportive and competitive work environment. Our focus is on continuously improving our working conditions and fostering employee well-being, ensuring that they have the necessary resources to thrive.

The complexities of the nonwovens industry require continual investment and technological advancement to remain competitive. Through our strategic planning and proactive approach, we have navigated the challenges posed by the global economy such as the rising interest rates. As a result, we have remained resolute in our commitment to innovation and have successfully initiated investments in a new production line. This line will not only enhance our operational capabilities but also enable us to effectively address the evolving needs of the market.

We would like to extend our heartfelt gratitude to our shareholders, customers, and business partners for their continued support and collaboration. Your trust and partnership are invaluable as we navigate the complexities of our industry. Most importantly, we wish to thank our employees for their unwavering commitment and dedication. It is your hard work and determination that drive Avgol's success, and we look forward to continuing our ESG efforts together with you.



## About Avgol



### OUR CORE BUSINESS

*Avgol is a global leader in the development, manufacturing, and marketing of nonwoven fabrics, specializing in the hygiene sector.*

*We also serve a diverse range of industries, including medical, filtration, and construction, providing innovative and high-quality solutions for various applications.*

# About Avgol

## Who we are

Since 1988, Avgol Nonwovens has been dedicated to meeting the evolving needs of consumers, positioning ourselves as a leading supplier of high-performance, spunmelt nonwoven materials across a broad range of markets.



**HYGIENE MARKET**

Baby Diapers  
Feminine Care  
Adult Incontinence  
PPE and Medical




**RAW MATERIAL**

Mainly Polypropylene



**TECHNOLOGY**

Spunmelt  
Meltblown



**CONSUMER FOCUS**

Working together with our customer to bring innovative solutions to the consumer

Headquartered in Israel and with six production facilities in North America, Europe, and Asia, we deliver innovative and sustainable solutions to a global customer base.

- Avgol aspires to continue to grow and strengthen its market position by expanding production capacity to meet the continued growth of the hygiene market.
- Our aspiration is to base our growth on developing nonwoven innovative products that will bring a solution to the fast changes in trends and preferences, with the ultimate goal to enhance the quality of life.
- Avgol will continue to focus on the Hygiene segment but will explore other niches within the nonwovens industry which are synergetic to our expertise and technology.

### RAW MATERIAL

#### Polypropylene (PP)

Made from the combination of propylene monomers and used in a variety of applications, such as packaging for consumer products, plastic parts for various industries, and textiles.

### TECHNOLOGY

#### Spunbond

One continuous process in which fibers are spun and then directly dispersed into a web by deflectors or with air stream. This technology leads to faster belt speeds and lower costs.

#### “SMS”

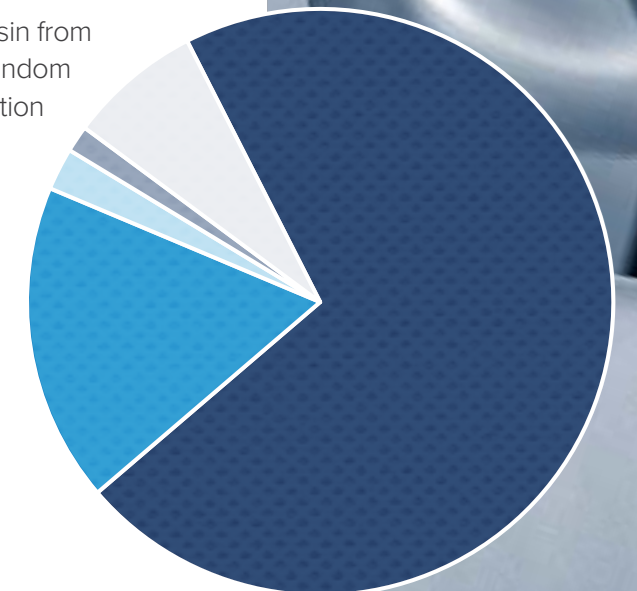
Fabrics comprised of one or more Spunbond beams and one or more Meltblown beams in a combination which improves barrier, absorbency, and structural performance.

#### Meltblown

High-velocity air blows molten thermoplastic resin from an extruder die tip onto a conveyor to create random laid nonwoven fabric, a structure useful for filtration and wipes.

### MARKETS

- Hygiene Baby Care
- Hygiene Adult Incontinence
- Hygiene Feminine Care
- Others (Including Wipes)
- Medical



# Technology & Markets

Avgol's commitment to technological innovation and sustainability continues to drive our leadership in the nonwoven industry, delivering high-performance solutions that meet the diverse needs of our customers worldwide.



## Hygiene

Avgol plays a key role in the hygiene market, providing nonwoven fabrics for baby care, feminine hygiene, and adult incontinence products.

- **Baby Care:** Our fabrics are essential in baby diapers, providing softness, absorbency, and skin-friendly properties. We also produce high-quality nonwoven fabrics for baby wipes, designed for sensitive skin with the same gentle care.
- **Feminine Hygiene:** Our nonwoven materials deliver comfort, absorbency, and discretion, meeting the highest standards of quality and safety for feminine hygiene products.
- **Adult Incontinence:** Avgol supports the adult incontinence market with fabrics that focus on comfort, confidence, and protection, with an emphasis on skin health and performance.



## Wipes

Avgol is a trusted provider of nonwoven materials for wipes, offering versatile solutions that cater to personal care, industrial, hygiene, and medical applications.

- **Customization:** Our fabrics come in various weights for both wet and dry applications, with customizable textures to showcase your brand. We offer options in biotransformation technology as well as standard polypropylene, allowing for greater sustainability.
- **Eco-Friendly Solutions:** Designed without microplastics, our fabrics use advanced biotransformation technology to ensure they leave no trace behind, making them a cleaner and more eco-friendly choice.
- **Versatility:** Whether for personal care, industrial cleaning, or medical use, Avgol wipes are known for their superior liquid retention, softness, and durability, making them a critical product across multiple sectors.

## Medical

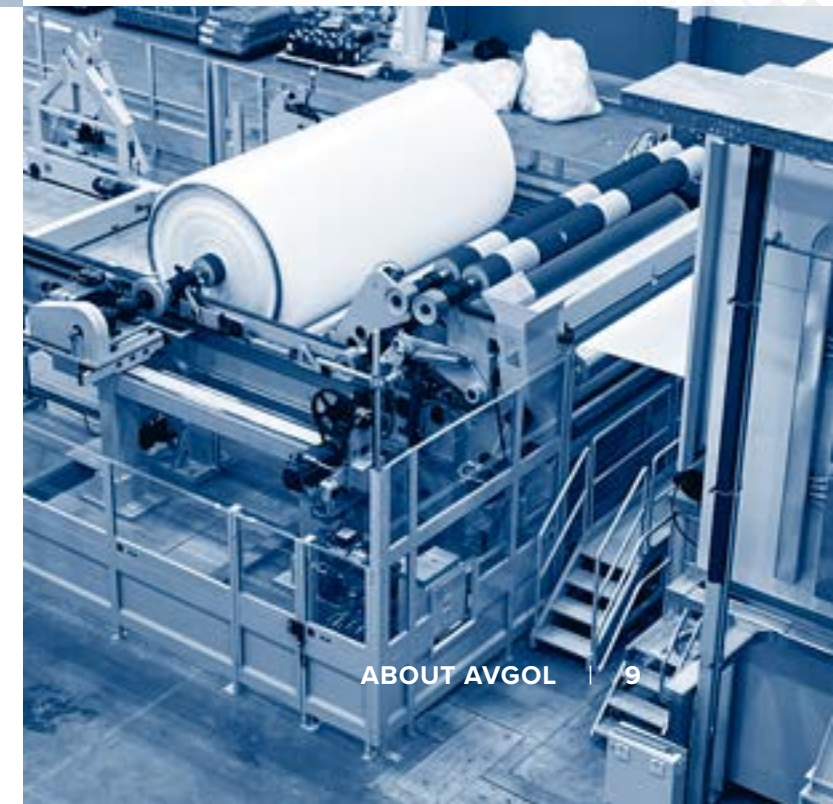
Avgol's nonwoven fabrics are used across a variety of medical applications, including surgical gowns, drapes, face masks, and medical wipes. Our materials meet the highest standards for fluid resistance, breathability, and sterilization, ensuring safety and performance in critical healthcare environments.



## Laminated Products

In addition to our core offerings, Avgol has expanded its capabilities to include advanced lamination technologies. With a new, high-speed, high-capacity lamination line in Mocksville, NC, we now produce laminated nonwoven products for hygiene, medical, filtration, and construction applications.

- **Lamination Excellence:** Our state-of-the-art lamination lines ensure high-quality, efficient production with no shipping delays, providing our customers with a streamlined and reliable supply chain directly from our U.S. facility.



# Global Reach



<b>Mocksville, NC</b> U.S. 98,000 mt	<b>Tula</b> Russia 28,000 mt	<b>Dimona</b> Israel 18,000 mt	<b>Jingmen Hubei</b> China 39,000 mt	<b>Mandideep &amp; Halol</b> India 20,000 mt
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# Key Figures

**17%**  
Water recycled in water stressed locations in 2024

**71**  
Years of experience—and **36 years** in the Nonwovens industry

**99%**  
Of production plastic waste is reused internally or recycled by third parties

**USD 350 million**  
2024 Revenues



**90.94%**  
Customer Satisfaction Index

**1.4 MWh**  
On-Site Solar Capacity Generation for 2024

**915**  
Employees

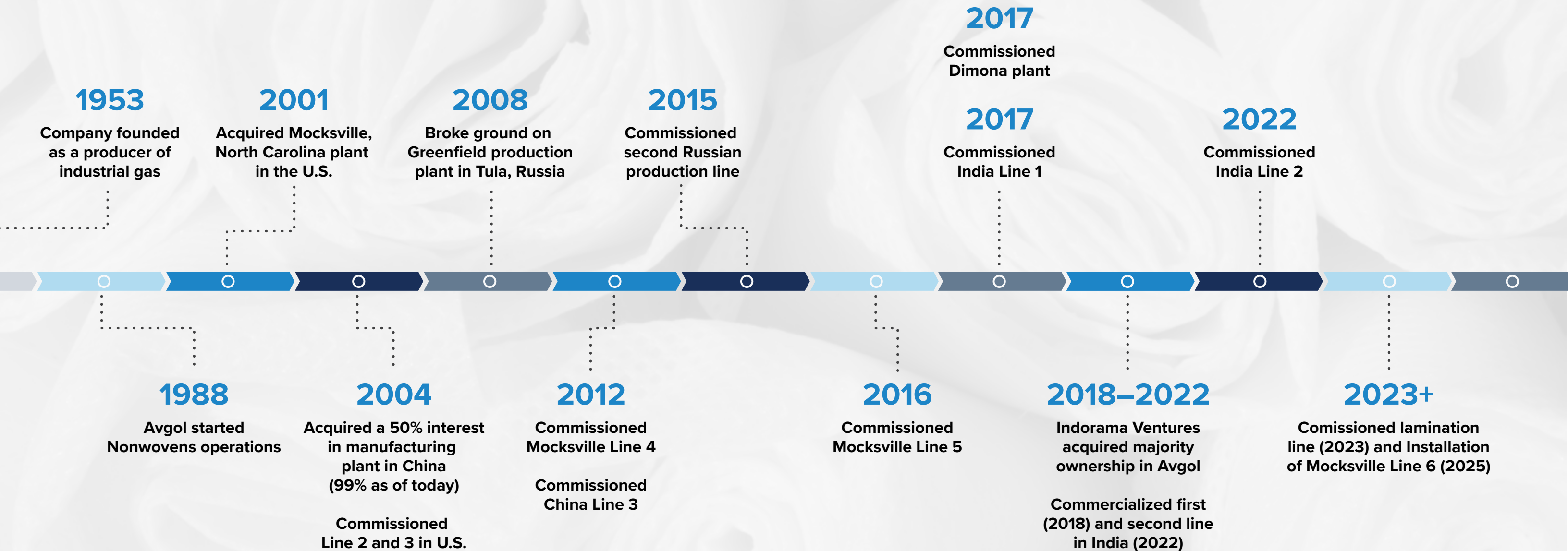
**100%**  
Of employees trained in the code of ethics



# Our Story

Since 1988, Avgol® has led the global hygiene market with the most comprehensive range of ultra-lightweight spun-melt nonwoven fabrics for the hygiene products market.

In 2018, Indorama Ventures - a world-class chemicals company with a global integrated leader in PET and fibers serving major customers in diversified end-use markets - acquired a majority ownership of the company.



# Values & Mission

*At Avgol, we believe in fostering strong, mutually beneficial relationships with all our stakeholders.*

We are driven by a deep commitment to creating innovative, high-quality products that enhance the lives of our customers and their end-users. We value our employees as our most valuable asset, cultivating a supportive and collaborative work environment that fosters growth and success. Recognizing the importance of all our stakeholders, we have defined our mission and values as follows:



## **We Lead the Way**

Excellence, Innovation



## **We Bring Real Value to Our Customers**

Innovation, Quality, Safety



## **We Make the Difference**

Passion, Respect, Integrity



## **We Are One Team**

Communication & Collaboration



## **We Deliver Results**

Agile, Make it Happen



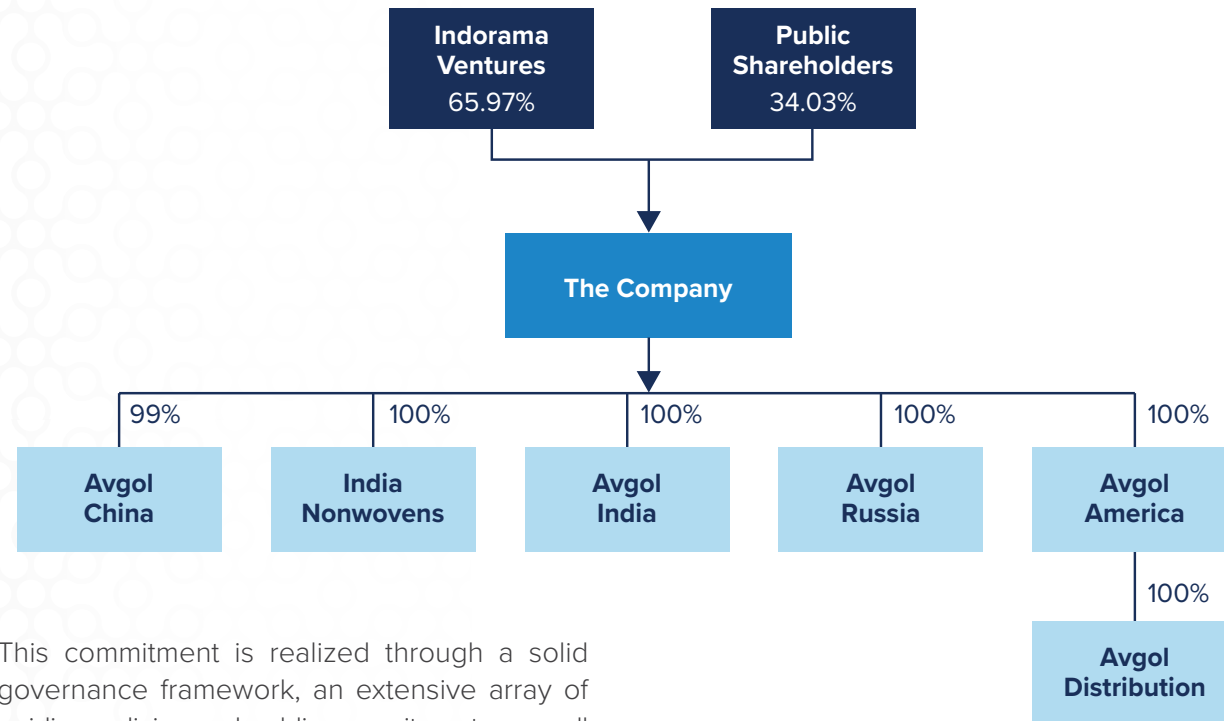
## **We Are Responsible**

Socially, Environmentally & Economically



# Corporate Governance

We are committed to implementing strong governance practices across all our facilities and operations. We aim to be globally recognized standard of accountability, ethics, and purpose that contributes to the long-term viability of our business.



This commitment is realized through a solid governance framework, an extensive array of guiding policies and public commitments, as well as a management system designed to provide a structured approach to the activities conducted by our workforce and operations.

Avgol is publicly traded on the Tel Aviv Stock Exchange (TASE), which subjects the company to a comprehensive array of governance regulations and disclosure requirements. This status underscores our commitment to transparency and accountability, as we adhere to stringent standards that guide our operations and governance practices. Being a listed company ensures that we prioritize good governance, aligning our practices with the expectations of our shareholders and other stakeholders. By embracing these regulatory frameworks, Avgol

aims to foster trust and enhance our reputation as a responsible and ethical organization within the industry.

In 2018, Indorama Ventures acquired 65.97% of Avgol's share capital and voting rights, marking a significant strategic partnership. Since this acquisition, Indorama Ventures has appointed members to Avgol's Board of Directors, facilitating close interaction and collaboration between the two organizations. This integration allows Indorama Ventures to actively engage with Avgol's strategic decisions, ensuring alignment in pursuing shared goals and driving sustainable growth within the company.

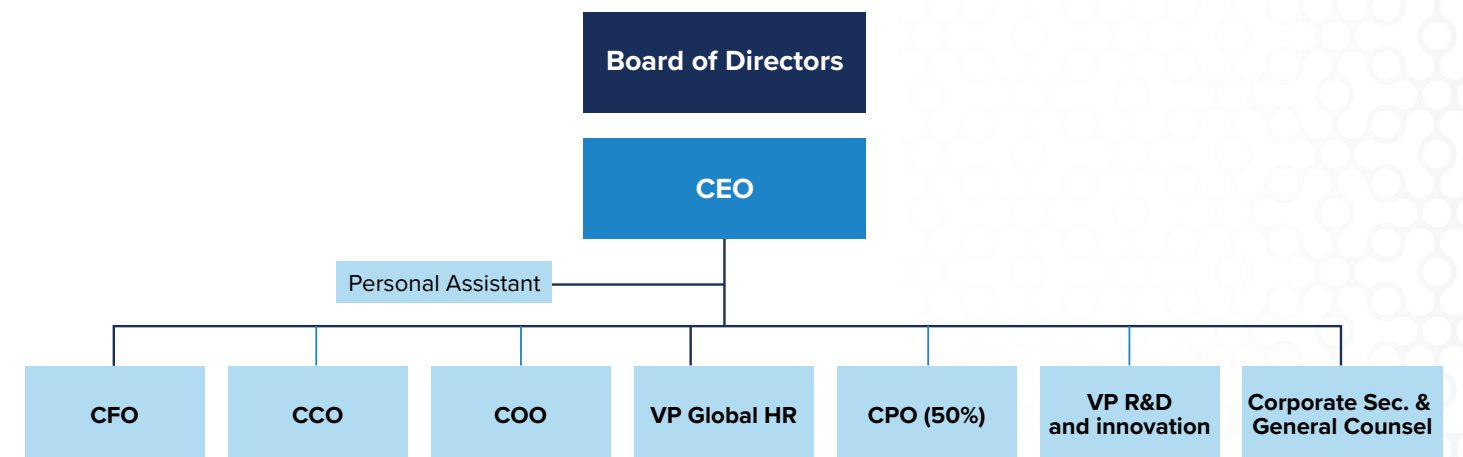
# Organizational Structure

At Avgol, our organizational structure is designed to promote effective governance and strategic alignment across all levels of the company. At the top, the Board of Directors comprises representatives from Indorama Ventures, and several external and independent directors. The board is responsible for guiding the company's strategy, mission, and values, ensuring that we remain focused on our objectives and uphold high standards of governance.

Reporting directly to the Board, the CEO plays a vital role in overseeing the implementation of the company's strategy to ensure continued value generation. Supporting the CEO, our team of Senior Officers is tasked with managing essential divisions crucial to Avgol's operations.

This collaborative structure facilitates regular interaction between the CEO, Senior Officers, and the management teams at each location and each department, fostering alignment and coordination to achieve our corporate goals.

Employee representation is a critical aspect of our working environment. Currently, we employ a total of 915 individuals across our operations. The Dimona facility being the only location where employees are represented by an independent labor union, with 74% participation. We pride ourselves on maintaining an excellent relationship with the union, fostering collaboration and open communication. Additionally, all Avgol China's employees are members of the All-China Federation of Trade Unions.



# ESG at Avgol

## ESG Strategy & Baseline



*“Sustainability strategy is the foundation of our decision-making process and ensures long-term value creation and business resilience. Its pillars include a low-carbon business model, circular economy principles, recycling regulations, stakeholder collaboration, future-needs modeling, and innovation”*

D. K. AGARWAL, CHAIRMAN

At Avgol, sustainability has gained significant momentum over the past few years, becoming a core focus of our operations. Since 2021, we have implemented a robust platform called Intelix for tracking various metrics related to sustainability. This initiative, part of an Indorama Ventures program to enhance transparency and accountability across all of its group companies, empowers us to effectively assess our environmental impact and drive continuous improvement across our operations.

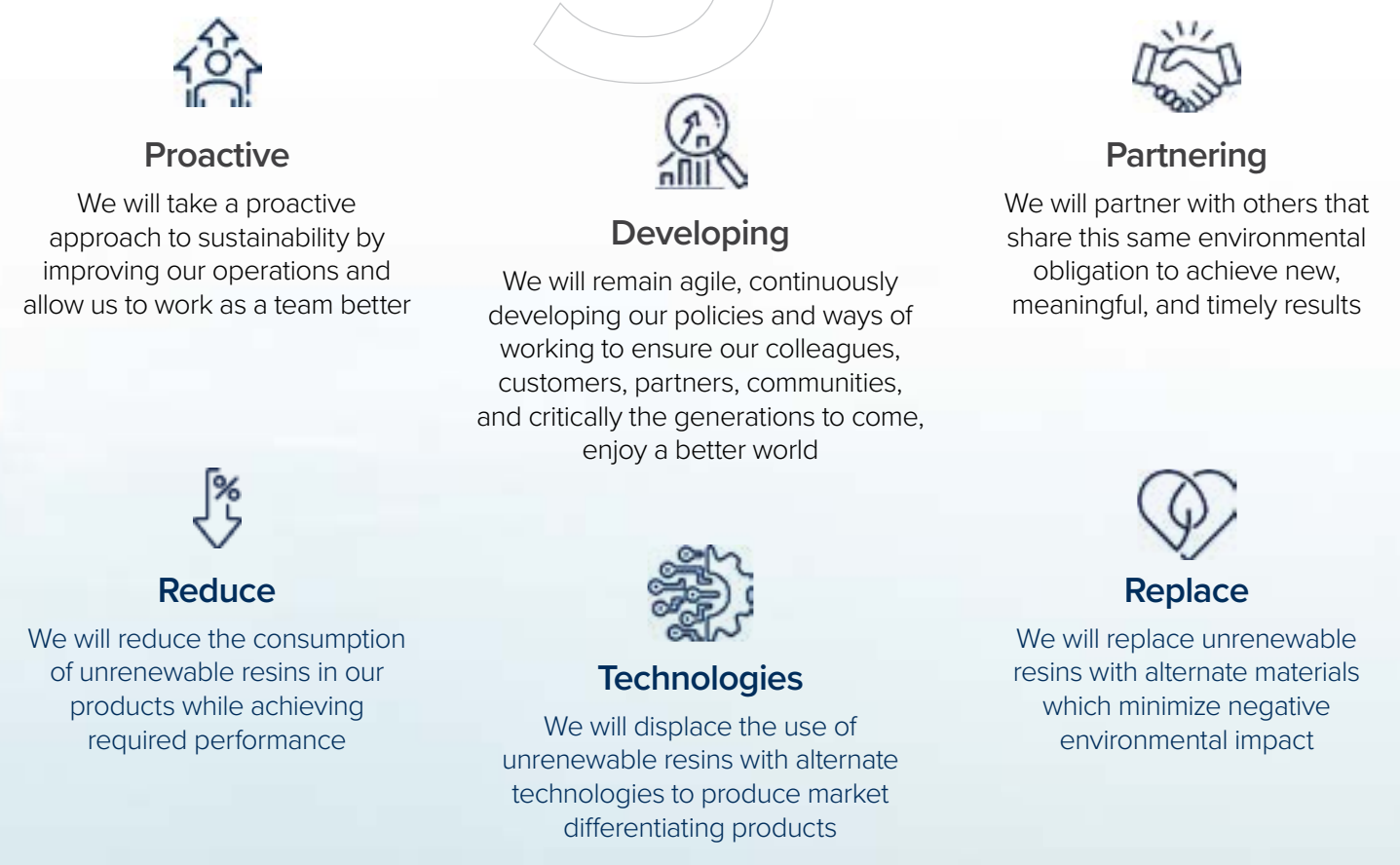
Each of Avgol’s locations reports their relevant quantitative environmental and social data through the Intelix Software on a monthly basis. This data is analyzed internally by the relevant managers, informing Avgol’s overall strategy and driving continuous improvement. When necessary, the Board is actively engaged in evaluating strategic direction, ensuring alignment through investment and communication efforts.

Furthermore, we are dedicated to fostering a sustainable operational framework that meets international standards. Our commitment is exemplified through our adherence to ISO 14001 for environmental management and ISO 50001 for energy management. These certifications demonstrate our strategic focus on minimizing environmental impact and improving energy efficiency while providing a structured approach to sustainability in our operations.

Additionally, Indorama Ventures has also played an essential role in incorporating sustainable practices and setting goals to all its subsidiaries through its ESG strategy. **This shared commitment to sustainability is reflected in our close collaboration with Indorama Ventures, ensuring that our ESG initiatives are aligned with Indorama Ventures’ broader sustainability strategy and contributing to a more sustainable future for our industry. We are committed to supporting Indorama Ventures’ sustainability strategy.**

Looking ahead, we are keen on expanding our strategy to encompass a broader array of topics within the Environmental, Social, and Governance (ESG) framework. This approach will allow us to leverage collected data to set sustainability commitments that reflect our dedication to environmental stewardship and societal responsibility.

As a part of the nonwovens sector, we are aware of the impact this industry generates. Consequently, having a robust Environmental, Social and Governance strategy is key to manage the risks and opportunities associated, to ensure compliance and strive for excellence. Having sustainable practices and disclosing on them is key to foster stakeholder trust and traceability.



# Stakeholder Approach

*Effective communication with stakeholders is essential for fostering transparency, respect, and trust within an organization.*

At Avgol, we prioritize open and honest dialogue with employees, customers, suppliers, and local communities to understand their needs and expectations. This commitment to transparent communication enhances our credibility and reinforces our dedication to accountability and ethical practices. By nurturing these relationships, we collaboratively address challenges and leverage opportunities, driving sustainable growth and positively impacting society.

<b>Employees</b>	We prioritize a positive work environment by regularly evaluating employee satisfaction and maintaining open communication channels. Our open-door policy and management’s proactive engagement ensure that employees feel valued. We also uphold strong relations with the union in Israel, reinforcing our commitment to collaboration and employee well-being.
<b>Consumers</b>	We engage with consumers indirectly through our customers, who provide valuable insights on consumer needs and preferences, which are used for product design.
<b>Shareholders</b>	We prioritize transparent communication with our shareholders through regular board meetings and periodic reports.
<b>Communities</b>	At Avgol, we are dedicated to positively impacting the communities in which we operate by creating jobs and supporting the local economy. Our commitment extends beyond economic contributions; we actively engage in volunteering initiatives and donations to support local needs. Additionally, we collaborate with local schools and non-governmental organizations
<b>Customers</b>	We prioritize close relationships with our customers, fostering long-lasting partnerships built on trust. We maintain open communication channels and conduct site visits and audits to ensure alignment with their needs.
<b>Suppliers</b>	We maintain long-lasting relationships with a select group of suppliers, ensuring collaborative partnerships that enhance our operations. To uphold our commitment to sustainability, we utilize EcoVadis to evaluate our suppliers on various environmental, social, and governance (ESG) criteria.

# Associations

## INDA & EDANA

Avgol collaborates with Indorama Ventures as a joint member of both the International Nonwoven Disposable Association (INDA) and European Disposables and Nonwovens Association (EDANA), two prominent nonwoven associations representing the interests of the entire nonwovens value chain. These associations have formed a strategic partnership aimed at driving sustained growth and innovation throughout the supply chain. Their collaborative efforts provide valuable insights and resources that empower members to navigate market challenges and capitalize on emerging opportunities, thereby contributing to the advancement of this dynamic industry through sustainable practices. Additionally, some of Avgol’s employees hold relevant positions within these associations, including INDA’s Technical Advisory Board and various committees, thereby enhancing our engagement with industry advancements.



## NWI- THE NONWOVENS INSTITUTE

Avgol is a joint member with Indorama Ventures of The Nonwovens Institute (NWI), the world’s first accredited academic program for the interdisciplinary field of engineered fabrics, based at the Centennial Campus of North Carolina State University. NWI serves as a consortium of stakeholders from the nonwovens value chain and fosters collaboration between industry, academia, and government to advance nonwoven technologies and develop future industry leaders. As part of a joint membership with Indorama Ventures, Avgol leverages this partnership by sending employees for training programs at NWI and utilizing their state-of-the-art laboratories for research and development activities. This collaboration allows us to access cutting-edge knowledge, explore new technologies, and drive innovation in the nonwovens industry.

In advancing our collaborative efforts with the Nonwovens Institute (NWI), some Avgol employees are actively engaged in key roles within important bodies such as the Strategic Scientific Advisory Board and the Executive Committee. This involvement underscores how innovation is embedded within Avgol’s core values and illustrates our commitment to driving progress in the nonwovens industry.

# Double Materiality Assessment

*We conducted an extensive materiality assessment to properly evaluate what topics needed to be disclosed in our sustainability report.*

Our approach was grounded in the principle of double materiality, considering both the company's environmental and social impacts and the significant economic, environmental, and social factors that could affect our business. Our efforts included checking benchmark reports of industry peers, engaging the executive and manager levels of the company and a thorough desk review of past and present ESG Gap analysis amongst other documents.

**We concluded that the top material issues are as follows:**

## ENVIRONMENT

- Materials & Waste
- Energy
- GHG Emissions
- Water and Effluents

## SOCIAL

- Health and Safety
- Diversity and Equal Opportunity
- Employees
- Training and Career Development
- Community
- Supplier Assessments & Quality

## GOVERNANCE

- Business Ethics & Human Rights
- Compliance and Policy Commitments

In addition to these material topics, we have disclosed additional data points according to the GRI and SASB Index.

# Sustainable Goals & SDG Alignment

At Avgol, we recognize that while we have made significant progress in certain areas of sustainability, there are additional domains where we are actively developing our methodologies and frameworks. Our plan is to establish robust methodologies and appropriate key performance indicators (KPIs) that will enable us to set meaningful goals, maximizing our positive impact on both the environment and society. This inaugural ESG report serves as a foundational baseline, allowing us to leverage relevant data in our goal-setting process.

In parallel, we are fully committed to supporting Indorama Ventures' SDG-aligned goals, and we are actively exploring ways to align our initiatives and contribute to their broader sustainability vision. We regularly engage with Indorama Ventures to identify collaborative opportunities and share best practices, ensuring that our efforts complement each other and contribute to a broader vision of sustainable development. Through this ongoing dialogue, we aim to enhance our mutual impact and drive meaningful progress toward achieving these critical goals.



# Certifications & Awards

All of our operations adhere to stringent regulatory standards and are certified under multiple regulations. Our Halol operations, being the newest facility, is currently undergoing the certification process to ensure full compliance.

# Certifications

## China

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001

## Dimona

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001

## Mandideep

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001

## Halol

Certification under process

## Russia

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001

## U.S.

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001

## 2022 INNOVATION AWARD

### RIGHT Hygiene Conference

We are proud to have received the 2022 Innovation Award from the Right Hygiene Conference, held in Delhi, India. This prestigious accolade recognizes our commitment to addressing end-of-life challenges associated with nonwoven fabrics through advanced biotransformation techniques. Our innovative approaches not only enhance environmental sustainability but also reflect our dedication to leading the industry in responsible practices, paving the way for a more sustainable future in hygiene products.



## 2023 INDA INNOVATION AWARD

### World of Wipes Conference

We are thrilled to announce that the 2023 INDA Innovation Award was presented to Indorama Ventures' hygiene group and Polymateria at the World of Wipes International Conference. As a vital member of Indorama Ventures' hygiene group, Avgol plays a significant role in this achievement, highlighting our collective commitment to innovation in the hygiene industry. This award recognizes our collaborative efforts to develop biotransformation technologies that effectively address the environmental impact of nonwoven fabrics.



## 2023 Beauty Flag Award

Avgol's Dimona facility has been honored with the Beauty Flag Award for five consecutive years in the "Beautiful and Sustainable Industry in a Beautiful Israel" competition. This prestigious award recognizes companies that excel in promoting sustainability while enhancing quality of life and welfare, ensuring safety, and contributing positively to their communities.



## Indorama Ventures Performance Excellence Award 2024 – Fibers

Avgol's Dimona plant is proud to announce that we have received the Indorama Ventures Performance Excellence Award 2024 in the Fibers category. This esteemed recognition acknowledges our outstanding performance across three key criteria: financial performance, operational performance, and sustainability performance. This award reflects our commitment to excellence in all aspects of our operations and underscores our dedication to achieving sustainable growth while delivering high-quality products.



# Environment

## Environmental Management

At Avgol, we are acutely aware of our environmental impact and are committed to continuous improvement in our management practices.

### FRAMEWORK

Our planet is all we have, and its health is essential for each and every one of us. For this reason, we are acutely aware of our environmental impact and are committed to constant improvement in our management practices. Our committed management team actively evaluates and implements environmental initiatives at both local and global levels, ensuring that we address sustainability challenges effectively. Additionally, Indorama Ventures, our major shareholder, periodically sets sustainability goals and aids us towards achieving them. To reinforce our commitment to excellence, we maintain ISO 14001 certification for our environmental management systems and ISO 50001 certification for our energy management systems. These certifications ensure that we adhere to the highest standards in managerial practices, enabling us to systematically reduce our environmental footprint while promoting sustainable growth.

### ENERGY

Energy consumption has been a longstanding concern for us, given our manufacturing processes' significant reliance on electricity sourced primarily from the national grid. This dependence on the grid's energy mix directly impacts our carbon footprint and make it our main source of GHG emissions.

To address this, we have been actively investing in initiatives aimed at reducing energy consumption and transitioning to renewable sources. Notable examples include the constant renewal of older equipment with modern, energy-efficient models, such as the recent modernization of all electrical motors in our Indian operations.

Additionally, our solar energy installations in Russia and India generate a combined total of 1,4 MWh of clean energy annually. Furthermore, we are engaging in an outsourced hybrid solar and wind energy initiative in India. The data generated from these installations is being actively utilized to assess and inform future renewable energy projects. Currently we are also evaluating renewable energy alternatives in the Dimona and Halol plants.

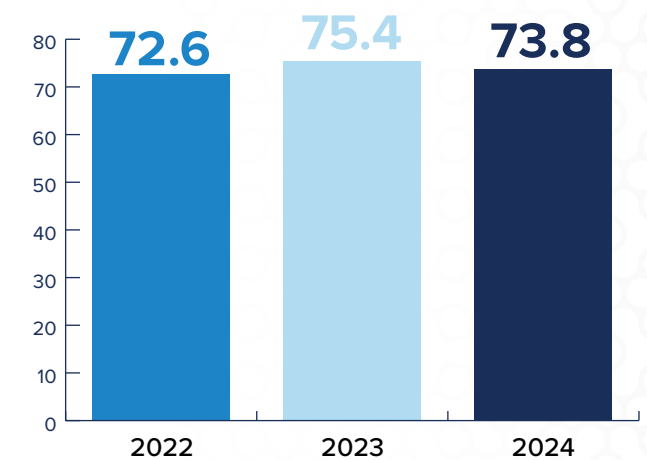
Our operations also involve the consumption of smaller quantities of fuels such as diesel, gasoline, and natural gas. These are used for transport and the cleaning of manufacturing equipment. Notably, natural gas is a significant fuel source at our Russian operations, where it is utilized to heat boilers and maintain optimal working conditions within our facilities. Additionally, in China we are reducing our electric consumption by using waste steam from local energy generation plants for our manufacturing process.

Total Avgol Energy Consumption [GJ]	2022	2023	2024
Electric Grid	858,496.02	850,298.93	888,557.39
Renewable	4,577.95	4,885.29	6,610.50
Steam and Heating*	530.32	12,701.30	20,943.84
Diesel	670.13	725.88	710.74
Gasoline	592.00	590.25	584.29
Natural Gas	18,317.52	21,071.99	23,927.78
Others	183.57	265.40	226.24
<b>Total</b>	<b>883,367.51</b>	<b>890,539.04</b>	<b>941,560.78</b>

\*This report contains some minor discrepancies in the calculation of steam and heating consumption in China, which may slightly affect our Scope 2 emissions. We will address this in future reports.

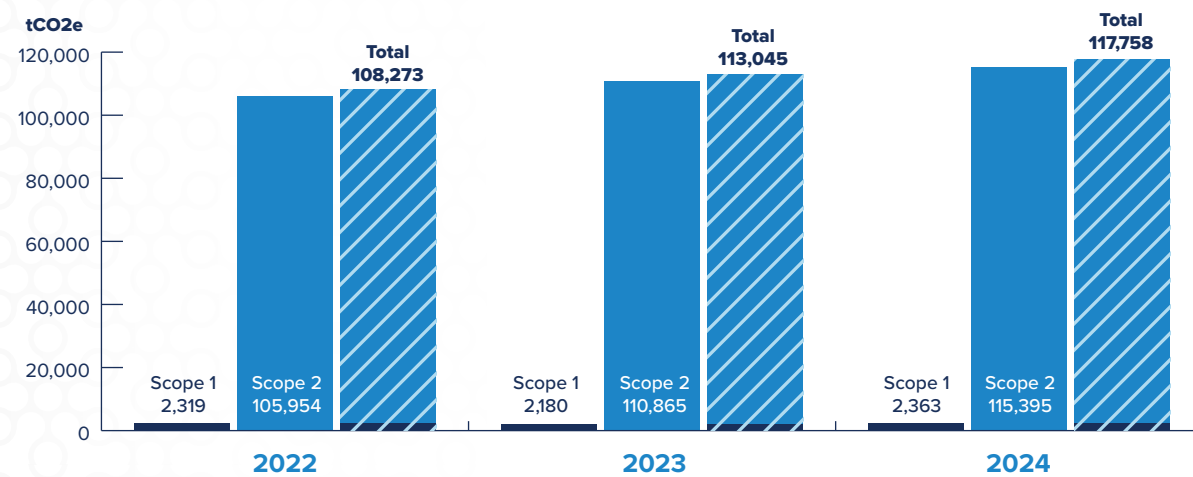
### Global Energy Intensity [GJ/ million m<sup>2</sup> of production]

We are proud to have achieved a reduction in our energy intensity from 2023 to 2024, demonstrating our commitment to resource efficiency even as we expand our operations. This achievement is particularly noteworthy given the challenges posed by the recent opening our Halol plant and increasing production levels during this period. These successes underscore our ability to pursue growth while remaining dedicated to minimizing our environmental impact.



# GHG Emissions & Air Pollutants

## GHG SCOPES



## GHG EMISSIONS

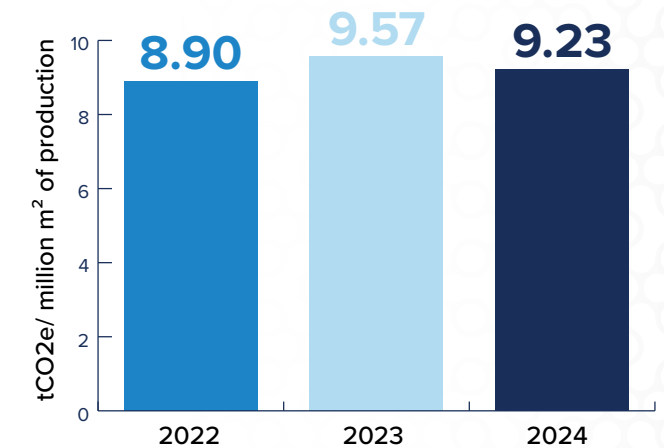
The majority of our greenhouse gas emissions are Scope 2 emissions, primarily from grid electricity consumption. While we rely on future advancements in manufacturing technologies and evolving market dynamics, we remain committed to minimizing these emissions.

Despite these challenges, we remain committed to minimizing our Scope 2 emissions. Our ongoing efforts include optimizing energy efficiency, investing in renewable energy solutions such as solar panels, and exploring the potential of procuring green certificates. While year-to-year fluctuations in absolute emissions may occur due to variations in production volumes and grid electricity factors, our long-term strategy is focused on reducing our overall carbon footprint.

GHG calculations were made using IEA Emission Factors through the Intelix Software.

## GHG INTENSITY

Given that the majority of our greenhouse gas (GHG) emissions are directly related to our energy consumption, our GHG intensity closely mirrors our progress in energy efficiency. Therefore, the reduction in energy intensity achieved between 2023 and 2024 translates into a corresponding decrease in our GHG intensity. This correlation highlights the effectiveness of our energy-saving initiatives in not only improving resource utilization but also in lowering our overall environmental footprint.



Pollutant [tCO2e]	2022	2023	2024
<b>SOX</b>	0	0	1.00
<b>NOX</b>	0.05	0.08	0.10
<b>PM</b>	0.2	0.2	0.2
<b>Total VOC</b>	<b>6.16</b>	<b>6.16</b>	<b>6.16</b>
<b>ODS</b>	1188.8	763.92	915.64
<b>HFC (Fire suppressant equipment)</b>	0	128.8	0.03
<b>SF6</b>	0	0	0

## AIR POLLUTANTS

Due to our primarily electric-powered operations, we emit few air pollutants. The majority of our emissions stem from refrigeration systems, which occasionally require maintenance and refilling due to leaks, and boiler use in our Russian operation. We are committed to minimizing these emissions through regular maintenance, efficient operation, and the adoption of more environmentally friendly refrigeration technologies. These emissions are accounted for in our GHG calculations, expressed in tCO2e equivalents.

## VEHICLES

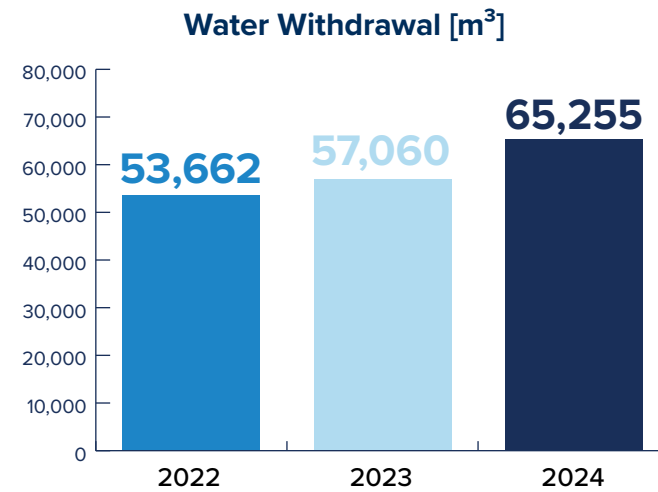
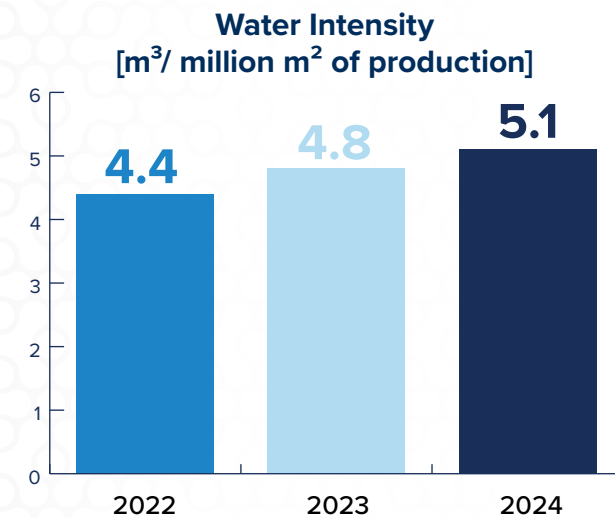
Our current fleet has a total of 55 vehicles. In our ongoing efforts towards sustainability, we began replacing gasoline vehicles with hybrid alternatives in 2023, continuing this transition into 2024. As a result, the shift to hybrid vehicles now represents a 27% transition of our global fleet.

### 2024 Global Vehicles

- Gas – 31
- Diesel – 8
- Hybrid – 15
- Natural Gas – 1

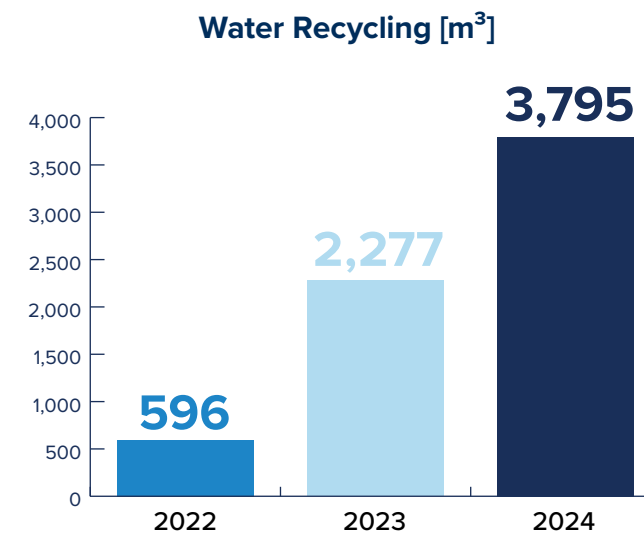
## WATER & EFFLUENTS

Water is the source of all life in our planet, so taking care of it has become a responsibility for all human beings. At Avgol, water consumption is minimal, primarily utilized as process water for diluting product additives. A considerable portion of our overall water usage is attributed to essential domestic needs within our facilities. All water, both for domestic and operational purposes, is sourced from the municipal supply. All wastewater generated at our facilities is discharged into the municipal wastewater system, meeting all necessary regulations. Notably, water used in our production processes is largely evaporated during the manufacturing cycle, resulting in minimal production water discharge and leaving the concentrated additive on the fabric.



Variations in our water consumption levels are primarily driven by the specific product mix required by our customers. Our product portfolio includes both hydrophobic and hydrophilic nonwovens. Hydrophobic materials inherently require minimal water usage during production. In contrast, the manufacturing of hydrophilic nonwovens necessitates a greater volume of water to effectively apply additives. As such, shifts in customer demand for specific product types directly impact our overall water consumption. Additionally, our recent expansion efforts, including the opening of the Halol plant and the upcoming production line in the U.S., will contribute to increased water usage as our operational capacity grows.

Just as our overall water consumption is directly tied to the specific product mix requested by our customers, our water intensity is also inherently linked to these demands and does not necessarily reflect the efficiency of our production processes. The fluctuations in water intensity over the reporting period primarily reflect the variations in product demand and the corresponding water requirements for different manufacturing processes.



## WATER RECYCLED

At Avgol, we recognize the critical importance of water conservation, particularly in water-stressed regions such as India and Israel. To address this pressing issue, we have implemented water recycling plants at some of our facilities. As a result of these efforts, we are proud to report that currently 17% of the water consumed in these locations is recycled, representing a 67% increase from 2023 to 2024. The remaining water usage is managed through treatment processes conducted by local municipalities.







# Materials & Waste

## MATERIALS

As a company, we primarily rely on poly-propylene (PP) as our raw material. Due to stringent hygiene and market requirements for products like diapers and pads, the utilization of third party recycled PP as feedstock is currently not feasible.

To minimize our environmental impact, we are committed to optimizing resource usage. We are a leading company in implementing strategies such as fabric downgauging, which reduces the weight of our products without compromising performance. This initiative enables us to meet customer demand while reducing the plastic content in the end product. We are currently developing a methodology to report this information for our global operations and to establish it as a future KPI that quantifies our environmental impact. This initiative also provides the additional benefit of reducing the quantity of plastic sent to landfills following consumer use.

Additionally, we prioritize efficiency in our material usage and strive to reuse our plastic waste whenever possible. Most of our plastic waste is generated from the trimming of finished nonwoven

roll edges, which is subsequently collected and reused as feedstock for our operations. Any excess waste that cannot be reused internally is sold to third-party recyclers. Furthermore, we are actively exploring opportunities to collaborate with our customers to recycle their waste materials, further contributing to a circular economy.

Recognizing the technical and sanitary limitations of recycling products like diapers, we are actively researching and developing biotransformation technologies in collaboration with Polymateria, a U.K. based company. This innovative technology aims to address end-of-life issues associated with nonwoven fabrics by transforming the nonwovens into a low molecular weight wax structure. This wax can be effectively degraded by naturally occurring bacteria, microbes, and fungi in the environment. The degradation process is triggered when the material is exposed to moisture, air, and sunlight, ensuring that it leaves no microplastics or toxic residues behind. Furthermore, we are actively exploring the integration of biobased materials into our future operations to reduce our environmental footprint.

## WASTE

We are dedicated to responsible waste management practices. After internally reusing all the operation's plastic waste possible, over 99% of the remaining plastic waste is then recycled by third parties. All other waste materials, such as paper and general waste etc., generated primarily from office operations, are either recycled or disposed of through municipal waste management systems. We are actively committed to minimizing general waste and enhancing our recycling efforts, and currently achieve a commendable 70% total third party recycling\* rate of all waste our facilities produce worldwide. It is important to note that some waste types are not reflected in our reporting, as they are managed by our suppliers or local municipalities for recycling. The following tables show the breakdown of all our waste disposal methods:

*\*See table below*

Waste by disposal method [ton]	2022	2023	2024
Third Party Recycling*	660	1,498	2,676
Landfilling	367	556	786
Incineration	22	63	64
Compost	0	1	1
Downcycling	0	16	0
Anaerobic/Aerobic digestion	9	11	12
Other recovery methods	354	224	307
<b>Total</b>	<b>1,413</b>	<b>2,369</b>	<b>3,846</b>

*\*Including plastic, paper, and other materials*

In 2023 and 2024, we experienced an increase in plastic waste, primarily due to the initiation of operations at our Halol plant. We are currently optimizing production and have already achieved a 24% increase in efficiency in Q4 2024, and expect further improvements through 2025. All the excess plastic waste that could not be reused internally, was sold for recycling by third parties.

We generate minimal hazardous waste, primarily from the maintenance and cleaning of our equipment. This hazardous waste is disposed of in accordance with all applicable national regulations.

Waste type [ton]	2022	2023	2024
Hazardous waste	9	29	11
Non hazardous waste	1,405	2,342	3,835
<b>Total</b>	<b>1,414</b>	<b>2,371</b>	<b>3,846</b>

*\*Totals may vary because of approximations*

# Biodiversity

## OVERVIEW

None of our facilities are located in areas identified as vulnerable ecosystems; most are situated within industrial sectors that are primarily surrounded by other companies. This strategic placement helps mitigate potential impacts on natural habitats. Moreover, Avgol produces minimal hazardous waste, ensuring that we actively manage our environmental footprint. All of our waste and water disposal practices adhere strictly to municipal regulations, reflecting our dedication to responsible operations that support not only our business objectives but also the health of the ecosystems in which we operate.

## 2023 TREE PLANTING

In 2023, Team Avgol India actively participated in a tree-planting initiative, focusing on the planting of Neem trees. As a native species to India with significant medicinal properties, Neem trees contribute not only to biodiversity and reforestation efforts but also provide valuable resources for local communities by promoting access to traditional medicine.



# Innovation

*At Avgol, we are constantly seeking innovative ways to enhance the efficiency of our production processes, with a strong focus on reducing our environmental footprint.*

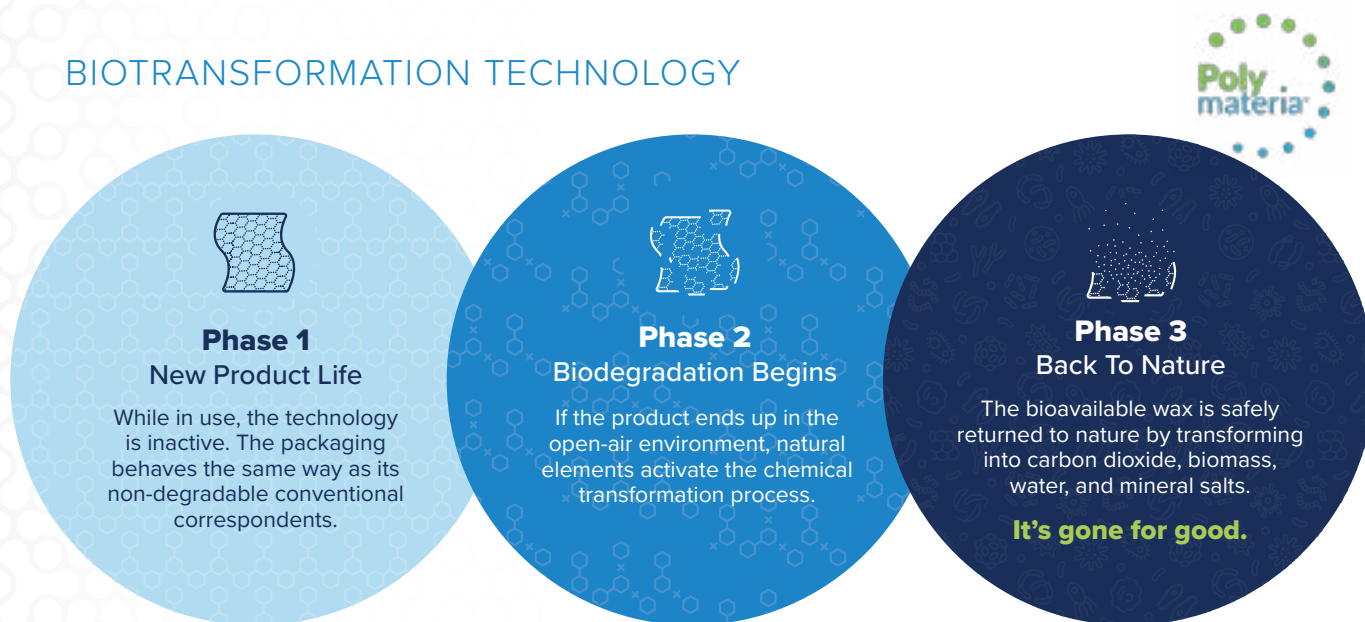
Our initiatives include product downgauging, as well as improving energy efficiency and increasing our reliance on renewable energy sources. Furthermore, we actively pursue collaborations with various stakeholders to amplify our impact. Notable examples of these partnerships include utilizing waste steam from national energy generation as an alternative to electricity in our operations in China, as well as our ongoing efforts to reuse plastic waste from select customers in our operations.

As a leading player in the hygiene industry, we prioritize innovations that enhance product performance and user experience. Our initiatives include the development of water-based additives that improve pH control and incorporate beneficial skin ingredients such as Aloe Vera, Vitamins, and Natural Oils. We are also actively researching and developing innovative

odor-trapping technologies to enhance product performance and provide a more comfortable and hygienic experience for end-users.

One of our key initiatives involves the development of a fiber that is designed to degrade upon exposure to environmental conditions. For this innovative approach, we partnered with Polymateria, a U.K.-based company that utilizes biotransformation technology. This technology allows the fibers to be transformed into a low molecular weight wax structure that can be effectively degraded by naturally occurring microorganisms in the environment. This groundbreaking innovation aims to significantly reduce the impact of disposable materials in landfills, aligning with our commitment to sustainability and responsible waste management, while also offering innovation opportunities for Indorama Ventures' fibers division.

## BIOTRANSFORMATION TECHNOLOGY



## ADDITIONAL TECHNOLOGIES

Additionally, we have been developing various technologies to deliver enhanced value to our customers and their end-users, such as improving the softness of our nonwovens. Our innovative Bicomponent spinning process, known as Highloft, produces a super soft, bulky material. Furthermore, our Waveform 3D Technology utilizes unique fabric designs to create a softer and more comfortable feel across the entire range of product weights desired by our customers. Other technologies to improve softness include the use of new resins, which are specially formulated to enhance the tactile properties of the fibers. These advanced resins contribute to a softer and more luxurious feel, making the final product more comfortable for the end-users. Additionally, we are exploring the incorporation of various additives and bonding patterns that can further improve the softness and overall quality of the fabrics. By leveraging these innovative materials, we aim to create products that not only meet but exceed the expectations of our customers in terms of comfort and performance.

Another significant innovation initiative focuses on modifying fiber geometry to enhance new fiber properties and eliminate or reduce the use of certain chemicals (such as TiO<sub>2</sub>), providing environmental benefits. The development of our latest generation of fibers with a custom designed shape is a good example that serves this purpose, ensuring that other material properties remain unaffected while even enhancing opacity.

# Social

## Employees



MRS. LEA CARMEL G., PHD,  
MEMBER BOARD OF DIRECTORS

*“To thrive in the future, companies must adapt to the evolving values of society. By embracing societal change and fostering a culture of innovation, we build trust, inspire internal values, and ensure long-term success.”*



Our employees are the cornerstone of our organization, driving innovation, ensuring quality, and contributing to our overall success. Operating across diverse cultures and geographies, our workforce embodies a rich tapestry of experiences and perspectives. We are committed to fostering a positive and inclusive work environment that empowers our employees to reach their full potential. Through continuous improvement initiatives, we strive to enhance workplace conditions, promote employee well-being, and cultivate a culture of collaboration and innovation. By investing in our employees’ professional development, we aim to equip them with the skills and knowledge necessary to excel in their roles and contribute to the long-term growth of our company.

*\*Social section includes HQ, despite them not being a production facility*

Total workers by gender	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
China	42	140	42	140	40	135
India	0	170	5	164	4	153
Israel	34	85	32	88	33	86
Russia	37	87	38	83	43	83
U.S.	81	166	95	197	107	231
<b>Total by Gender</b>	194	648	212	672	227	688
<b>Total</b>	<b>842</b>		<b>884</b>		<b>915</b>	

Total workers by age group	2022			2023			2024		
	<30	31-50	>50	<30	31-50	>50	<30	31-50	>50
China	11	153	18	2	148	32	1	145	29
India	107	62	1	82	82	5	75	78	4
Israel	9	73	37	6	67	47	8	61	50
Russia	17	87	20	10	81	30	8	84	34
U.S.	52	94	101	53	122	117	68	135	135
<b>Total by Age</b>	196	469	177	153	500	231	160	503	252
<b>Total</b>	<b>842</b>			<b>884</b>			<b>915</b>		

*\*These totals include production contract workers.*

*\*\*Employee counts are based on entity affiliation, not physical work location.*

	China	Mandideep	Halol	Dimona	HQ	Russia	U.S.	Global
<b>Active since</b>	2004	2018	2021	2015	1988	2006	2001	–
<b>Average tenure (years)</b>	12.0	3.9	2.1	4.8	10.2	7.9	5.6	7.0

At Avgol, we prioritize employee welfare by striving to create the best possible working conditions, which has resulted in high retention rates and long average tenures across our facilities. Over the reporting period, our total retention rate increased by 6%, demonstrating our commitment to nurturing a stable and supportive work environment. Currently, the average tenure of our employees stands at seven years. It's noteworthy that tenure figures can be influenced by the opening date of each facility. For instance, Avgol China, established in 2004, boasts an impressive average tenure of 12.0 years, reflecting the strong loyalty of its workforce, which is further underscored by a remarkable retention rate of 95%. These statistics highlight our dedication to fostering a positive workplace culture that contributes to both employee satisfaction and organizational success. We are always looking to improve in these topics and currently have the goal of increasing employee retention rate by 2% throughout this year.

	Employee retention rate (%) Jan 2022 – Dec 2023	Employee retention rate (%) Jan 2023 – Dec 2024
<b>China</b>	88%	95%
<b>India</b>	73%	80%
<b>Israel</b>	70%	78%
<b>Russia</b>	80%	81%
<b>U.S.</b>	70%	77%
<b>Global</b>	76%	82%

We believe in creating sustainable employment opportunities and minimizing the use of contract workers and provide stable and fulfilling jobs for our employees. While we still have a small number of production contract workers in India, we are currently trying to reduce this number and transition them to permanent positions whenever feasible.

	2022	2023	2024
<b>Production contract workers</b>			
<b>India</b>	59	58	49

At Avgol, we acknowledge the importance of supporting our contract workers, even though they operate under the legal jurisdiction of their respective companies. We make it a priority to ensure that these companies comply with all legal requirements regarding labor standards.



# Health & Safety

*Our relationship with our employees extends beyond the professional; we consider each of them a part of the Avgol family and are committed to supporting one another. For this reason, we prioritize health and safety as a core value and fundamental aspect of our operations. We recognize that a safe working environment is essential for our employees' well-being and productivity.*

To uphold this commitment, we conduct safety meetings every month to discuss incident reporting, establish safety goals, and track our progress. During these meetings, we evaluate the effectiveness of countermeasures in response to any incidents or near misses that may have occurred. Additionally, all our locations are certified, or in the process of certification of ISO 45001 for occupational health and safety, which reinforces our dedication to maintaining high safety standards. We also ensure compliance with local regulations, further solidifying our commitment to providing a safe and healthy workplace for all employees.

Each manufacturing site is equipped with a dedicated Safety Manager, responsible for enforcing health and safety protocols and ensuring that safety plans are tailored to the specific circumstances of their site. Furthermore, Avgol adheres to a standardized Health & Safety, Environment, Energy, and Quality Policy, which sets forth our organizational commitment to maintaining a safe workplace.

To enhance our monitoring capabilities, we utilize specialized software to document all safety events and observations. This systematic approach allows us to report situations promptly to senior management, foster a culture of transparency and accountability, and share our learnings across other sites. It is the duty of every Avgol employee

to prioritize their own safety and the safety of those around them, as outlined in our code of ethics, which mandates the reporting of any hazardous situations. To facilitate this process, we provide an app that allows employees to report incidents or potential hazards, ensuring that safety concerns are addressed promptly and effectively.

We also provide comprehensive training on Occupational Health and Safety (OHS) to all our employees, which includes both frontal and online training formats. Each site develops its own tailored safety training program, ensuring that the content is relevant to the specific risks and circumstances of the workplace. Our training sessions incorporate examinations to assess understanding and retention of safety protocols. Additionally, we offer refresher courses for employees who have not undergone training in a while, helping to reinforce safety practices and keep everyone updated on the latest regulations and procedures. To support these initiatives, every employee receives a comprehensive Handbook outlining safety protocols and is provided with the necessary PPE. Additionally, our open-door policy enables workers to approach Safety Managers freely, allowing them to report concerns or halt procedures when they believe safety standards are not being met. Through these measures, we strive to ensure a proactive safety culture, safeguarding the well-being of our entire workforce.

Our commitment to health and safety is extended to all our contract workers, ensuring they receive the same training, personal protective equipment (PPE), and access to safety policies as our permanent employees. We believe it is crucial for all individuals on our sites to understand and adhere to our safety standards, proudly fostering a consistent and safe working environment for everyone.

Only one instance of non-compliance was reported throughout the reporting period which resulted in a small fine of \$3,500 by the Occupations safety and health administration performed by the U.S. Department of Labor in 2023. The finding was documented, and corrective action was implemented promptly.

	<b>LTIFR</b> (cases per 200,000 man-hours)		
	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>China</b>	0.00	0.49	0.48
<b>Dimona</b>	1.27	0.00	0.00
<b>Mandideep</b>	0.69	0.00	0.00
<b>Halol</b>	N/A	0.00	0.00
<b>Russia</b>	0.00	0.00	0.00
<b>U.S.</b>	0.34	0.33	1.15
<b>Total</b>	<b>0.35</b>	<b>0.20</b>	<b>0.47</b>

We acknowledge that there was an increase in the Lost Time Injury Frequency Rate (LTIFR) in 2024, and we are fully committed to taking proactive measures to address this situation and ensure the safety and well-being of our employees.

# Diversity, Equity & Inclusion (DEI)

Historically, the manufacturing industry has been male dominated. At Avgol, we recognize the importance of gender diversity across all operations and strive to create an inclusive workplace for everyone. While we have made significant strides in increasing female representation, particularly in leadership roles, we acknowledge that there is still a significant gender gap. This gap is particularly pronounced in certain regions, such as India, where cultural norms and societal influences may discourage women from pursuing careers in industries like manufacturing.

We believe that promoting women to managerial positions is essential in bridging the gender gap within our organization and the broader manufacturing sector. Our commitment to fostering a more inclusive leadership environment is reflected in our ongoing efforts to increase female representation in management. By promoting female leaders, we not only enhance our operational effectiveness but also inspire future generations of women to pursue careers in manufacturing.



ALEXANDRA DEMINA,  
HEAD OF INDIRECT  
PROCUREMENT,  
AVGOL

*“My journey at Avgol Russia started back in 2008 as a Local Logistics Manager. Avgol’s supportive company culture and collaborative work atmosphere were instrumental in my growth, allowing me to thrive and develop new skills, reaching the position of Head of Indirect Procurement. Moving into management positions in the manufacturing industry, inevitably, came with its set of challenges. Avgol’s commitment to diversity and inclusion played a significant role in overcoming any such obstacles. I’ve been fortunate to have had several mentors whose guidance inspired me to strive for excellence and embrace continuous learning. My journey through Avgol has been incredibly rewarding, and I’m excited to see what new opportunities for growth and development the future holds here.”*

Women in Management	2022	2023	2024
Entry manager level and above	22%	21%	23%
Senior manager level and above	20%	19%	21%
Board of Directors	13%	13%	14%

*\*As of 2023, we implemented a new management leveling methodology, thereby explaining the variations in the trends.*

Moreover, we are committed to challenging stereotypes and ensuring equal opportunities for all individuals. We emphasize the valuable contributions of our employees, including a considerable number who are over 50 years old, to foster a diverse and inclusive workforce.

We have established a structured role architecture mapping for all Avgol positions across our sites. We are collaborating with Mercer’s salary survey to ensure our employees in every role are compensated fairly based on market benchmarks, irrespective of their gender, race, or age. We are committed to addressing existing wage gaps and are actively working to ensure that equal conditions are provided for all employees.

At Avgol, we take discrimination very seriously and are committed to fostering an inclusive workplace. During the reporting period, we experienced one incident related to discrimination. In response, we implemented corrective actions and provided

appropriate remediation for those involved in the situation.

Hiring locally is a priority across all our operational sites, and we actively promote internal talent to foster a strong sense of community and engagement. In our China, India, and Dimona facilities, we proudly maintain 100% local management, reflecting our commitment to leveraging the expertise and insights of individuals familiar with their respective markets. Our HQ management team is strategically spread across multiple global locations, which not only enhances our operational effectiveness but also provides promotion opportunities for talented employees from various sites. As a result, this location has the lowest percentage of local management. This arrangement ensures that we can effectively address global challenges while remaining responsive to local needs and dynamics.

	China	India	Israel	HQ	Russia	U.S.
Percentage of local management	100%	100%	100%	43%	87%	58%



# Welfare & Wellbeing

As a forward-thinking company, we are deeply committed to promoting a healthy work-life balance for all our employees. We believe that flexibility is crucial for both personal well-being and professional productivity. To foster this balance, we enable hybrid work models whenever possible, allowing our team members to balance their work responsibilities with their family needs.

To maintain and enhance our workers' conditions, we recognize that feedback is essential. We have implemented multiple mechanisms to continuously assess and improve the work environment. Our bi-yearly employee engagement surveys and monthly pulse surveys provide invaluable insights into employee satisfaction and areas needing attention. Additionally, we conduct exit and onboarding interviews at all sites to gather perspectives from employees at different stages of their journey with us. We pride ourselves on our open-door policy, encouraging team members to communicate their concerns or suggestions through both face-to-face interactions and anonymous channels.

To foster transparency and engagement, we hold multiple town hall meetings throughout the year, both globally and locally. These gatherings serve as a platform to communicate key business updates, share our progress, and provide insights into our strategic direction. By offering employees a deeper understanding of our operations, including the factors that contribute to Avgol's resilience, we aim to foster a stronger sense of shared purpose and contribute to a greater sense of stability and well-being within our workforce.

At Avgol, we are deeply committed to ensuring our employees are fairly compensated. We are proud to confirm that 100% of our employees earn wages above the local minimum wage, demonstrating our dedication to fair pay and supporting their financial well-being.

In addition to these initiatives, we organize various activities designed to engage and connect our employees. These activities range from team-building exercises and wellness workshops to social events and volunteer opportunities.

## AVGOL INDIA FOOTBALL TEAM:

At Avgol India, we foster a healthy and active lifestyle for our employees by providing opportunities for team sports. Our football team actively participates in local tournaments, demonstrating strong team spirit and achieving significant success. In a recent tournament, our team proudly secured the first runner-up position. Furthermore, one of our talented employees was awarded the prestigious Golden Boot trophy, recognizing their exceptional individual performance.



## ISRAEL PURIM CELEBRATION:

At Avgol's Dimona plant in Israel, we take great pride in our national holidays and cultural heritage. This year, we celebrated Purim with enthusiasm, encouraging our employees to come dressed in costumes, reflecting the festive spirit of the occasion. The celebration included a lively party where everyone enjoyed themselves, fostering a sense of community and joy among our team. Such events not only highlight our commitment to cultural traditions but also strengthen the bonds within our workforce.



## INDIA NATIONAL DAY CELEBRATION:

The Avgol India team celebrated India's Independence Day with enthusiasm. A flag-hoisting ceremony was held, followed by the singing of the Indian National Anthem. To mark the occasion, treats were distributed among the employees, fostering a sense of camaraderie and national pride.



## RUSSIA ECO-THEMED CRAFT COMPETITION:

In Russia, we organized an eco-themed crafts competition that encouraged employees to engage in environmental awareness alongside their families. This initiative saw employees bring their children to the factory to participate in the competition, with eco-friendly prizes awarded to the winners. To further promote environmental responsibility, each participant received a tree sapling, symbolizing our commitment to sustainability and the well-being of future generations.

## U.S. WOMEN'S LEADERSHIP MEETING:

Recognizing the unique challenges faced by women in the manufacturing industry, Avgol U.S. actively facilitates opportunities for our female employees to engage in initiatives such as the Women in Manufacturing Luncheon. This event provided a valuable platform for these individuals to connect with peers, share experiences, and engage in discussions surrounding the advancement of women in traditionally male-dominated fields.



# Compensation & Benefits

At Avgol, our compensation structure is designed to ensure equitable treatment through a standardized salary scale. To maintain fairness, base salaries are periodically evaluated by external companies, ensuring unbiased assessments, and are subsequently adjusted as necessary. To further promote a performance-driven culture, we offer salary bonuses tied to key performance indicators (KPIs). These bonuses are structured on a quarterly, monthly, or annual basis depending on the specific role and location. Additionally, we carry out an annual merit-based salary increase process, based on Mercer benchmark salary ranges, recognizing and rewarding individual contributions and achievements.

We also recognize and celebrate the achievements of outstanding employees by highlighting their contributions and successes within their respective areas.

Addressing the diverse cultural and social needs of our employees is essential, which is why we have developed our employee benefits locally to better align with their specific requirements. Our benefits encompass various categories, with a strong emphasis on health-related offerings, where most locations provide health and life insurance. For example, in our Indian facilities, health insurance coverage is extended to include direct family members. Additionally, we prioritize maternity care within our organization; maternity leave is offered with the option to extend beyond the legal minimum, reflecting our commitment to supporting employees during significant life events. Moreover, we provide financial benefits, including pension funds and housing provident funds, to ensure the overall well-being and security of our workforce.



# Supporting Our Workforce

We recognize the importance of supporting the mental and physical health of our employees, especially in light of the challenging circumstances faced in some of our regions of operation. Providing assistance during difficult times is essential to our commitment to our workforce. To this end, we have introduced financial relief measures, offering loans and purchase vouchers to alleviate the economic pressures that may arise from these circumstances. Additionally, we have implemented support sessions and made professional mental health resources available to those in need, ensuring our employees have access to the help they require. Furthermore,

we offer our employees access to a global, 24/7 Employee Assistance Program (EAP).

During the COVID-19 pandemic, our Avgol India team prioritized employee health by facilitating access to COVID-19 vaccines for all employees, including contract workers. Additionally, we developed and implemented a comprehensive COVID-19 safety protocol in every location, followed by training sessions to ensure all employees understood and adhered to the guidelines for their own protection and the safety of their colleagues.

# Employee Representation

At Avgol, employee representation is a critical aspect of our working environment. Currently, only our Dimona operations are unionized, with 52 out of 70 employees participating in the union. We take pride in maintaining an excellent relationship with the union, fostering collaboration and open communication. In our other locations, we focus on ensuring open channels of communication through our open-door policy, ensuring all

employees feel valued and heard, reinforcing our commitment to creating a supportive and inclusive workplace culture.

Additionally, Avgol China employees are all members of the All-China Federation of Trade Unions (ACFTU), a government-affiliated union that operates within China's unique labor relations framework.



# Training & Career Development

*“I started at Avgol as a forklift operator in 1997, but always had an instinct for seeing potential in people and developing staff. Avgol recognized this potential in me and provided invaluable support, especially at the beginning of my career. They helped me overcome local regulatory challenges, allowing me to focus on growth and development, and ensuring I had the resources I needed to succeed. This foundation of support enabled me to continually learn, grow, and ultimately, advance to the position of General Director.”*

EDI NASONOV, GENERAL DIRECTOR, AVGOL RUSSIA

At Avgol, we place great emphasis on training and career development as vital components of our organizational culture. We actively foster career growth and internal mobility, enabling our employees to build long-lasting professional careers within the company. Each year, we carry out a succession planning process to identify talent and potential successors for key positions. Following this, we outline the development needs for each identified successor and develop a strategy to help them achieve these skills. Many of our managers and C-level executives have ascended to their roles through internal promotions, showcasing our commitment to developing talent from within.

Our training programs primarily focus on health, safety, and company policies, ensuring that our workforce is well-equipped to adhere to best practices. In addition to these essential areas, we also implement Individual Development Plans (IDPs) that encompass mentoring sessions and coaching on various topics. In 2024, we successfully created 80 IDPs, reflecting our dedication to personalized employee development. Through these initiatives, we strive to empower our employees, equipping them with the skills and knowledge necessary for sustained professional growth and success.

*“When I started at Avgol I was lucky to have great mentors. They recognized my potential, passion, and eagerness to learn, supporting my technical development and my growth as a supervisor. I was also fortunate to be a participant in Leadership training courses which strengthened my skills in leadership, communication, performance management, and employee engagement techniques. Avgol has done a fantastic job of creating and offering these training resources for new and existing managers.”*

JESSIE COODY, LAB SUPERVISOR, AVGOL U.S.

At Avgol, training and performance reviews have historically played a relevant role in our employee development strategy. However, our previous accounting methodology did not accurately capture several training initiatives, leading to gaps in our data reporting. To address this, we are in the process of updating our methodology to ensure that all training initiatives are properly accounted for. This enhancement will allow us to establish a reliable baseline for setting goals in future reports, thereby reinforcing our commitment to fostering continuous improvement and professional growth within our workforce. Through these efforts, we aim to create a comprehensive learning and development framework that supports both individual and organizational success.

Global Training Hours	2022	2023	2024
Total hours	11,907	14,316	14,140
Average training hours per employee	15	18	17



# Customers

## Quality & Safety

Since our operations are situated within the hygiene industry, upholding the highest quality standards is essential to ensure customer health and safety through product quality. Therefore, we ensure that all our operations are certified under ISO 9001 for quality management, while our latest addition, the Halol plant, is currently undergoing the certification process. This certification underscores our unwavering dedication to maintaining the highest quality benchmarks. Additionally, we get periodically audited by different institutions to ensure our compliance with regulations.

Our quality assurance procedures begin with receiving detailed specifications from our customers. We then create the product and initiate a trial phase to ensure full compliance with all specified requirements and to meet customer expectations. Once we proceed to production,

our rigorous product and process controls guarantee consistency and conformity for every batch. Importantly, we require from our raw materials suppliers to provide their declarations regarding hazardous chemicals and substances of high concern related to every shipment; in parallel, we comply with our customers' technical requirements and testing protocols regarding these topics. We are proud to report that there have been no product recalls during the reporting period.

We recognize that quality is a shared responsibility that extends beyond management; it relies on the active participation of all employees. To uphold our commitment to continuous improvement, we offer multiple platforms for employees to suggest modifications and enhancements across all our operations and processes.

## Open Dialogue

At Avgol, fostering effective communication with our customers is a vital component of our business model. Since our customers interact directly with end users, their insights and feedback are critical for understanding product specifications and the evolving needs of consumers. These insights also enable us to anticipate market trends and invest in emerging technologies. We emphasize effective communication by establishing co-located manufacturing facilities with some customers, which ensures transparency and fosters collaboration. This approach not only strengthens our relationships but also enhances our ability to respond swiftly to customer demands while delivering high-quality products that consistently meet their expectations.

## Customer Satisfaction

At Avgol, we place great importance on customer satisfaction as a critical measure of our performance and commitment to excellence. As part of an Indorama Ventures initiative, we conduct periodic customer satisfaction surveys to assess our performance across various disciplines, including product and service quality, delivery, documentation, and the establishment of long-term relationships. These evaluations involve comprehensive questionnaires sent to our customers, which allow us to gain insightful feedback. We are proud to have been ranked as one of the top companies within the Indorama Ventures fibers division, achieving a Customer Satisfaction Index score of 90.94% in our most recent evaluation. Additionally, we closely monitor our Net Promoter Score (NPS), where we achieve a remarkable rating of 9.4 out of 10, reflecting strong loyalty among our key customers. This dedication to understanding and meeting our customers' needs reinforces our commitment to providing exceptional value, quality and service in every aspect of our operations and ensuring long lasting relationships with our customers.



# Suppliers

## Investing Locally

At Avgol, we prioritize local procurement to support community development and minimize the environmental impact associated with transportation and shipping. The majority of our spending is allocated to the purchasing of raw materials, aligning with our commitment to sustainable practices. However, in India, we face a considerable challenge due to the absence of local suppliers capable of providing high-quality polypropylene grades suitable for the

hygiene industry, resulting in lower levels of local procurement. Furthermore, we have recently commissioned a new production line in the U.S. a process which began in 2023. This expansion required the import of machinery, resulting in an increase in imports during 2023 and 2024. Despite these challenges, we remain committed to maximizing local procurement wherever possible to bolster local economies and reduce our overall environmental footprint.

Procurement	2022		2023		2024	
	Local Spend	Import Spend	Local Spend	Import Spend	Local Spend	Import Spend
<b>Global</b>	90%	10%	80%	20%	82%	18%

## Supplier Assessments & Quality

At Avgol, we are committed to evaluating our suppliers not only on the quality of their products but also on their environmental, social, and governance (ESG) performance. To this end, we utilize EcoVadis, a leading platform that assesses suppliers across various ESG aspects, including environmental impact, human rights practices, ethical conduct, and supply chain disclosures. This evaluation provides us with a comprehensive ranking of our suppliers, enabling us to make informed decisions based on their current standing. We are pleased to report that our 7 most relevant suppliers are well-ranked on EcoVadis\*. There have been no new suppliers ranked during 2024.

Supplier Spend on Raw Materials	Percentage
<b>Ranked on EcoVadis</b>	87%
<b>Not ranked on EcoVadis</b>	13%

*\*One of these suppliers was last ranked in 2022 and has not been able to update its rank because of EcoVadis ceasing operations in Russia.*

*\*\*This includes Tier 1 suppliers.*

We also focus on generating long-standing relationships with these suppliers to foster open communications and collaboration, allowing us to maintain a reliable supply chain without over-relying on any single vendor. Through these initiatives, we aim to uphold high standards in both quality and sustainability throughout our supply chain.

Evaluating the quality of our suppliers is also essential to uphold our quality standards. The evaluation process begins with a comprehensive quality survey. The results of this survey, along with our historical relationship with each supplier, inform the establishment of a qualification plan tailored to ensure adherence to our quality standards. Depending on the outcomes of the questionnaire, we may conduct audits to gain further insights into the supplier's operations and compliance. Subsequently, our local plants develop product-specific quality plans that focus on maintaining ongoing quality assurance, taking into account the type of material used and our testing capabilities. This structured approach allows us to systematically monitor supplier performance and uphold the high-quality standards that are essential to our operations.



# Community

## Local Community

At Avgol, we recognize the importance of positively impacting the local communities in which we operate. Fostering strong relationships and supporting community development are integral to our corporate responsibility approach. Our engagement with these communities is primarily through donations and volunteering efforts. It is important to note that until now, we have not been adequately accounting for our volunteering hours and donations, resulting in incomplete information on these activities. Nevertheless, we continue to actively participate in these initiatives. We are currently developing a new accounting methodology that will not only establish a baseline for these efforts but also enable future disclosures and data analysis for effective goal setting. Despite these challenges, we have successfully gathered some information on our community engagement activities.

In 2024, we donated to various local initiatives, demonstrating our commitment to making a difference. Our contributions included assistance for hurricane relief efforts, financial aid for families facing hardships, and Christmas aid aimed at providing support to those in need. Additionally, we have established education grants to empower and equip local youth with the resources necessary for their academic pursuits.

We also established multiple volunteering initiatives to encourage employee participation and foster community engagement. These initiatives included donations of products, as well as medical and financial aid, adding up to approximately 300 hrs in 2024, reflecting our commitment to making a positive impact. Such projects embody our organization's core values of inclusion, empathy, and collaboration, and we strive to instill this spirit not only in our employees but also in our leadership. Some of these initiatives are:



### LOCAL SCHOOL CLEANING:

Some of our employees in the China site, who wanted to create a positive impact in the community, brought to our attention the cleanliness issues surrounding the school. In response, our team voluntarily organized and participated in a cleanup event, focusing on cleaning the streets adjacent to the school, including the bus stop area. This initiative aimed to provide the community's children with a clean and healthy environment in which to grow and thrive.

### U.S. BED RACE:

Our US team participates in a local Bed Race, a community fundraiser where companies compete for prizes that are then donated to local charitable causes. This event fosters teamwork among our employees while strengthening our bond with the community and contributing to its well-being.

### FOOD BASKET DISTRIBUTION:

Recognizing the vulnerabilities of communities surrounding our Dimona site, we initiated a food basket distribution program aimed at supporting those in need. Employees of Avgol actively participated in the process, helping to assemble and distribute the food baskets to families facing hardships.



### BLOOD DONATIONS:

Every year we organize our traditional voluntary blood donation initiative in winter, aimed to address the increased demand for blood supplies in local hospitals and healthcare facilities in Avgol China. This initiative underscores our commitment to supporting community health and well-being.



*“This is my seventh time to donate blood in the company. When the company organizes such event, I didn’t miss. Totally I had donated 2600 cc after I joined Avgol China. I am very happy to help those who are in needed. This is not only about blood donation, but also hope and sunshine for them. I will continue to do it in the future.”*

MR. UREY YOU,  
PURCHASING MANGER, AVGOL CHINA

# Community Growth

*“Being part of Avgol and participating in SkillsUSA changed the course of my life because it helped me realize what I enjoy and gave me confidence in my career choice.”*

JAYDON LEONARD, AVGOL U.S. INTERN & SKILLSUSA PARTICIPANT

At Avgol, we recognize the significance of fostering community development and enhancing the growth of local populations. Our commitment to supporting the local community is demonstrated through various initiatives aimed at empowering individuals and promoting professional growth. Some of the initiatives we wanted to highlight are:

## ENGAGING WITH LOCAL HIGH SCHOOLS:

We have partnered with SkillsUSA, an organization dedicated to helping students pursue professional careers in technical fields. Through this collaboration, teachers from local high schools visit our U.S. plant to gain insights into our operations. Following these visits, we connect with students who show an interest in manufacturing careers. Many of these students initially lack motivation to pursue technical careers, but with the support of SkillsUSA, we actively engage with them to foster their careers.

Jaydon Leonard is now pursuing a four-year degree to become a process engineer after our engagement with him. He has participated in multiple challenging projects and, with the help of his 3D printer, has contributed to enhancing various processes at our company.

## SUPPORTING LOCAL ENTREPRENEURS:

We strive to uplift local entrepreneurs by leveraging our international events as a platform for promoting their work. At our India location, instead of providing conventional gifts during recent international events, we opted to collaborate with local artists to create unique, handcrafted items to gift to our visitors. These gifts not only reflect the cultural richness of our community but also include contact information for the artists, facilitating their exposure and helping them develop their businesses on an international level.





# Governance

## Framework

At Avgol, we take great pride in our robust governance framework, which is fundamental to our operational integrity and accountability. As a publicly traded company on the Tel Aviv Stock Exchange (TASE), we are subject to stringent regulations and disclosure requirements that underscore the importance of good governance. To ensure effective oversight and alignment with best practices, we have developed a comprehensive suite of policies that guide our governance structure, including an internal enforcement plan. We remain committed to evolving these policies in response to global trends and regulatory changes, further reinforcing our dedication to transparency, ethical conduct, and long-term value creation for all stakeholders.

### BOARD OF DIRECTORS

The Board of Directors at Avgol plays a crucial role in guiding the company towards achieving its objectives and fulfilling its mission, values, and strategies, including those related to sustainability. The board is responsible for setting company goals and ensuring alignment with our broader purpose. To effectively carry out these responsibilities, the board conducts periodic meetings to evaluate performance and refine strategies, fostering a culture of accountability and proactive governance.

The board consists of members with diverse backgrounds, including four representatives from Indorama Ventures, which holds a 65.97% ownership stake in Avgol. The composition also includes external and independent directors, providing a balanced perspective that enriches decision-making. In selecting external and

independent board members, various factors are considered, with particular emphasis on past experience and relevant expertise. This selection process adheres to the requirements outlined in Israeli company law, ensuring that governance practices are both rigorous and compliant with regulatory standards. Through these efforts, Avgol's Board of Directors is committed to steering the company toward sustainable growth while upholding the principles of good and effective governance.

**Mr. Dilip Kumar Agarwal, Chairman**

*Indorama Ventures Representative*

**Mr. Diego Boeri**

*Indorama Ventures Representative*

**Mr. Shishir Vijay Pimplikar**

*Indorama Ventures Representative*

**Mr. Vipin Kumar**

*Indorama Ventures Representative*

**Mrs. Lea Carmel Goren**

*External Director*

**Mr. Ben Harel**

*External Director*

**Mr. Yaacov Goldman**

*Independent Director*

Independent and external directors are crucial to our corporate governance framework. They actively participate in key committees, such as the Audit Committee, providing valuable insights and ensuring the protection of minority shareholder interests. This independent oversight ensures that the company's strategic decisions and operational activities align with the best interests of all stakeholders.

### BUSINESS ETHICS & HUMAN RIGHTS

At Avgol, we prioritize business ethics and human rights as fundamental pillars of our operations, guided by our comprehensive Code of Ethics. This code articulates the Company's core values and establishes the standards of ethical conduct expected from all employees in their interactions with various stakeholders, including employees, customers, suppliers, business partners, government authorities, competitors, and the environment in which we operate. Importantly, the Code of Ethics extends its applicability to our business partners, reinforcing our collective responsibility towards ethical practices.

Our Code addresses crucial topics concerning the respect for human rights, explicitly prohibiting child labor, forced labor, and ensuring freedom of association. We enforce these principles uniformly across our workforce, including contracted employees. Furthermore, we are committed to providing equal opportunities and preventing discrimination based on gender, age, sexual orientation, pregnancy, race, religion, and disability amongst others. Our efforts extend to the prevention of sexual harassment and violence, ensuring compliance with all relevant local laws and regulations.

In addition, we promote transparency through our Code of Ethics, which addresses topics such as conflicts of interest, bribery, and corruption, detailing acceptable parameters for giving or receiving gifts and providing guidelines on political involvement. Our commitment to fair business practices, including compliance with antitrust regulations and a prohibition on anti-competitive behavior, ensures fair negotiations and aligns with our ethical standards.

To foster an open culture where ethical concerns can be raised without fear of retaliation, we have established whistleblower channels. Employees are encouraged to report any issues or unethical behavior confidentially through our letterbox present in all operations, the local ethics trustee, and an employee hotline. Moreover, our open-door policy reinforces our commitment to transparency by allowing employees to communicate freely with management regarding any concerns. Our Code of Ethics also mandates that all employees not only comply with its provisions but also ensure that their colleagues adhere to these standards, fostering a collective commitment to ethical conduct throughout the organization.



# Compliance & Policy Commitments

At Avgol, we are deeply committed to upholding transparency and promoting appropriate business conduct through a comprehensive framework of policies that address a wide range of topics. Each policy developed at Avgol undergoes a rigorous approval process, requiring managerial consent to ensure alignment with our overarching values and objectives.

## LIST OF POLICIES

- Code of Ethics
- Internal Enforcement Plan
- Remuneration Policy
- Health & Safety, Environment, Energy and Quality Policy
- Policy Manual

To effectively enforce these policies, we adopt several methodologies designed to embed them into our organizational culture. Upon joining the company, all relevant employees undergo training on these policies, with certain policies deemed mandatory for everyone. Additionally, we provide periodic refresher courses to reinforce understanding and compliance. This ongoing education helps ensure that employees consistently apply our values in their daily activities, while also guiding management in integrating these principles into strategic decision-making.

## 100% of employees trained on the Code of Ethics

Enforcement of our policies is further strengthened by employing unbiased committees responsible for reviewing relevant topics. For instance, our audit committee meticulously examines all transactions involving related parties to ensure ethical conduct, and this review process is complemented by internal auditors who provide an additional layer of oversight. To mitigate bias, we utilize independent consulting firms to facilitate objective decision-making, including our periodic updating of the remuneration policy.

Recognizing the importance of a transparent reporting mechanism, Avgol offers various whistleblower channels to ensure that employees can quickly and confidentially report any incidents or concerns. Recently, we have also initiated an enhanced enforcement plan that incorporates additional e-learning platforms and evaluations, further reinforcing our commitment to policy adherence and fostering a culture of accountability within our organization.

Currently, our organization has maintained a strong compliance record across various governance and ethical standards. We experienced a single instance of non-compliance and a corresponding fine related to occupational health and safety (OHS) in 2023. Aside from this, there have been zero critical concerns reported, and no occurrences of corruption in the reporting period. Furthermore, we have not recorded any events related to anti-competitive behavior, antitrust issues, or monopoly practices.

## MANAGEMENT

At Avgol, our governance framework is reinforced by a diverse team of senior officers hailing from various regions around the world, each selected for their unique skill sets and expertise. This diversity ensures a broad range of perspectives in our decision-making processes. Each operational location also has its own management team that collaborates closely with senior officers, aligning their strategies with the overall corporate objectives. Furthermore, Indorama Ventures interacts with our senior officers through the Board of Directors, providing guidance and oversight for the company's strategic direction.

To support these initiatives, we maintain three key committees: the Audit Committee, which also serves as the Remuneration Committee; the Balance Sheet Committee, responsible for reviewing financial statements and financial performance; and the Enforcement Committee. External and independent board members participate in these committees, ensuring a comprehensive approach to governance. Recognizing the importance of communication with our employees, Avgol conducts global and local town hall meetings where the management team presents company results and discusses challenges faced. This dedication to transparency fosters a culture of engagement and accountability throughout the organization.

**Mr. Sivan Yedidsion**, CEO

**Mr. Bart Stubbe**, CPO

**Mrs. Vered Israelovitz**, Internal Auditor

**Mr. David Peretz**, CFO

**Mr. Roberto Boggio**, CCO

**Mr. Fatih Erguney**, VP R&D and Innovation

**Mr. Moshe Yehezkel**, COO

## RISK MANAGEMENT & BUSINESS CONTINUITY

At Avgol, we are deeply committed to continuous improvement and proactive risk management. We actively monitor both internal and external factors that could potentially impact our operations, such as economic fluctuations, technological advancements, and changing regulatory landscapes. This proactive approach enables us to identify and assess potential risks, including those related to climate change, supply chain disruptions, and reputational challenges. By anticipating and addressing these risks, we can effectively mitigate their impact and capitalize on emerging opportunities to drive sustainable growth.

Furthermore, we prioritize building a resilient organization capable of navigating unforeseen challenges. We continuously evaluate our operations and identify potential disruptions, such as natural disasters, pandemics, and geopolitical instability. To enhance our resilience, we implement robust business continuity plans, diversify our supply chains, and invest in technologies that enhance our operational efficiency and flexibility. Furthermore, we collaborate closely with stakeholders to enhance our resilience, incorporating specific clauses into our contracts and securing insurance for certain aspects, thereby reinforcing our ability to sustain operations in the face of adversity.

## INFORMATION SECURITY

At Avgol, we prioritize the integrity and security of our information systems by adhering to all relevant laws and regulations for each location, ensuring compliance through comprehensive internal and external audits. Our cybersecurity management structure is designed to be diligent and robust, providing a solid foundation for safeguarding our operations against threats. To enhance awareness and preparedness, we conduct regular cybersecurity awareness training and simulated phishing exercises, equipping our employees with the tools to recognize and respond effectively to potential cyber threats. When any cybersecurity events are identified, timely alerts are distributed to all employees to ensure prompt action is taken. Importantly, Avgol does not collect, process, or store personal or private data from customers or consumers, which further reinforces our commitment to protecting privacy and secure data management throughout our organization.

## About this Report

This document represents the first ESG report for Avgol Industries 1953 Ltd, a publicly traded company on the Tel Aviv Stock Exchange registered and headquartered in Israel. In 2018 Avgol became a part of Indorama Ventures Group company.

Avgol's main operations are in China, India, Israel, Russia, and the United States of America. The organizational structure of the report covers all the production operations and focuses mainly on Scopes 1 & 2.

Shibolet ESG provided consultancy services in preparing this report. The process was led by Mark Steinsapir (M.Steinsapir@Shibolet-esg.com) under the supervision of Mr. Navonel Glick (Navonel@gmail.com), an external consultant with a long history with Shibolet ESG. We would also like to express our gratitude to Ms. Ofir Naous Gal (O.Naous@Shibolet-esg.com) for her valuable support.

**For any questions concerning Avgol's ESG efforts or this report, please contact our sustainability representatives (Sustainability@Avgol.com)**

Avgol has reported the information cited in this document for the period January 1, 2022, to December 31, 2024, with reference to the 2021 GRI Standards and the SASB Standards. The associated GRI & SASB Content Index can be found at the end of this report.

# GRI Index (with reference)

DISCLOSURE DETAILS		LOCATION
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2-3	Reporting period, frequency and contact point	Page 69
2-6	Activities, value chain and other business relationships	Pages: 6,7,8,9, 56, 57, 58, 59 Financial Report Chapter A (Section 1.2, 1.7)
2-7	Employees	Pages 41, 42, 43
2-8	Workers who are not employees	Page 43
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2-21	Annual total compensation ratio	Remuneration Policy
2-22	Statement on sustainable development strategy	Pages 4, 18
2-23	Policy commitments	Pages 65, 66 Code of Ethics
2-24	Embedding policy commitments	Pages 65, 66 Code of Ethics
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2-29	Approach to stakeholder engagement	Page 20
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<b>GRI 3: Material Topics 2021</b>		
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3-2	List of material topics	Page 22

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201-2	Financial implications and other risks and opportunities due to climate change	Financial Report Chapter A (section 1.23)
201-3	Defined benefit plan obligations and other retirement plans	Financial Report Chapter A (section 1.18 )
201-4	Financial assistance received from government	Financial Report Chapter A (section 33e 1 )
<b>GRI 202: Market Presence 2016</b>		
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<b>GRI 204: Procurement Practices 2016</b>		
204-1	Proportion of spending on local suppliers	Page 58
<b>GRI 205: Anti-corruption 2016</b>		
3-3	Management of material topics	Pages 65, 66 Code of Ethics
205-2	Communication and training about anti-corruption policies and procedures	Pages 65, 66 Code of Ethics
205-3	Confirmed incidents of corruption and actions taken	Page 66
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<b>GRI 207: Tax 2019</b>		
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207-3	Stakeholder engagement and management of concerns related to tax	Financial Report Chapter A (section 33 )
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<b>GRI 304: Biodiversity 2016</b>		
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416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No non-compliances
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417-3	Incidents of non-compliance concerning marketing communications	No incidents
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# SASB Index

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CG-AA-250a.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Pages 56, 57
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Pages 56, 57
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	No legal proceedings on this topics
CG-HP-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Pages 30, 31
CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Pages 30, 31

*\*Avgol's operations don't fit to any SASB predetermined category. We selected relevant disclosures from categories similar to our operations*



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