



AVGOL[®]
Nonwovens

An Indorama Ventures Company

Environment Social Governance 2025





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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 YEDIDSON, CEO, AVGOL

I am proud to share Avgol’s second Environmental, Social, and Governance (ESG) report, reflecting the steady progress we have made and reinforcing our continued commitment to sustainability. This report reflects our continued responsibility to environmental stewardship and social responsibility, and builds on the framework we established last year by moving from foundation-setting to implementation, strengthening accountability and transparency for all our stakeholders beyond mere regulatory compliance. **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 builds on last year’s 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.

We firmly believe that our employees are our most valuable asset, and their well-being is paramount to our success. As part of our ongoing improvements, in 2025 we implemented global methodologies to better track, strengthen, and continuously improve our employee training and development

programs, employee welfare initiatives, and community engagement activities. In the face of today’s societal challenges, 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, while remaining committed to maximizing local procurement wherever possible to bolster local economies and reduce our overall environmental footprint. We have also persisted in our commitment to innovation and have successfully commissioned our new RF5 production line in Mocksville, NC in 2025. 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.



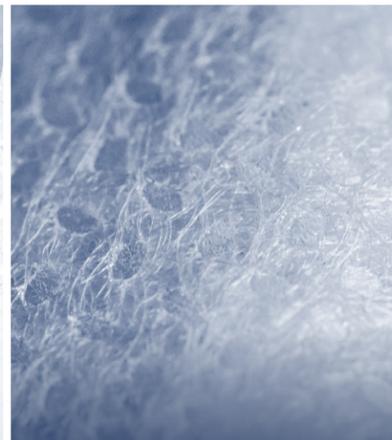
HYGIENE MARKET

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”

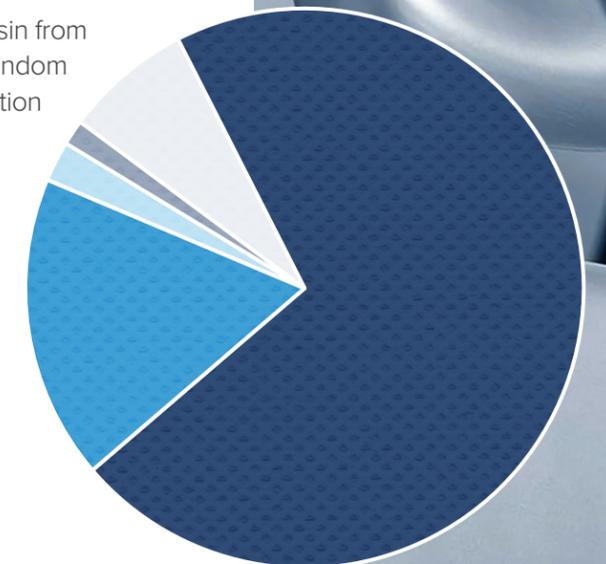
Fabrics comprised of one or more Spunbond beams and one or more Meltblown beams in a combination which improves barrier, absorbency, and structural performance.

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



Mocksville, NC U.S. 98,000 mt	Tula Russia 28,000 mt	Dimona Israel 18,000 mt	Jingmen Hubei China 39,000 mt	Mandideep & Halol India 20,000 mt
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Key Figures

18%

Water recycled in water stressed locations in 2024

72

Years since Avgol was founded, and **37 years** in the Nonwovens industry

99%

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

USD 375 million

2025 Revenues

86.23%

Customer Satisfaction Index

1.4 MWh

On-Site Solar Capacity Generation for 2024

938

Employees

1,600 +

Employee Contributed Volunteer Hours

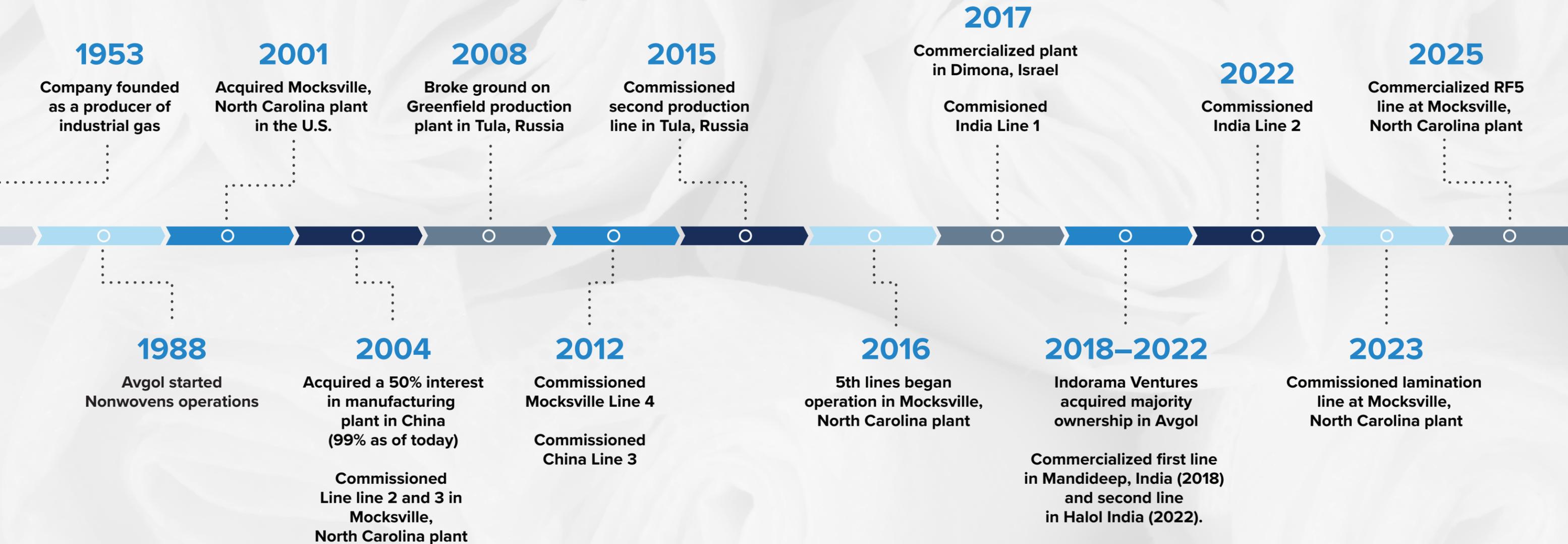




Our Story

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

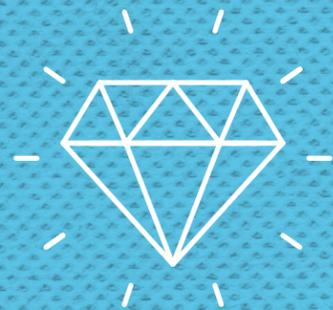
At Avgol, we believe in fostering strong, mutually beneficial relationships with all our stakeholders.

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



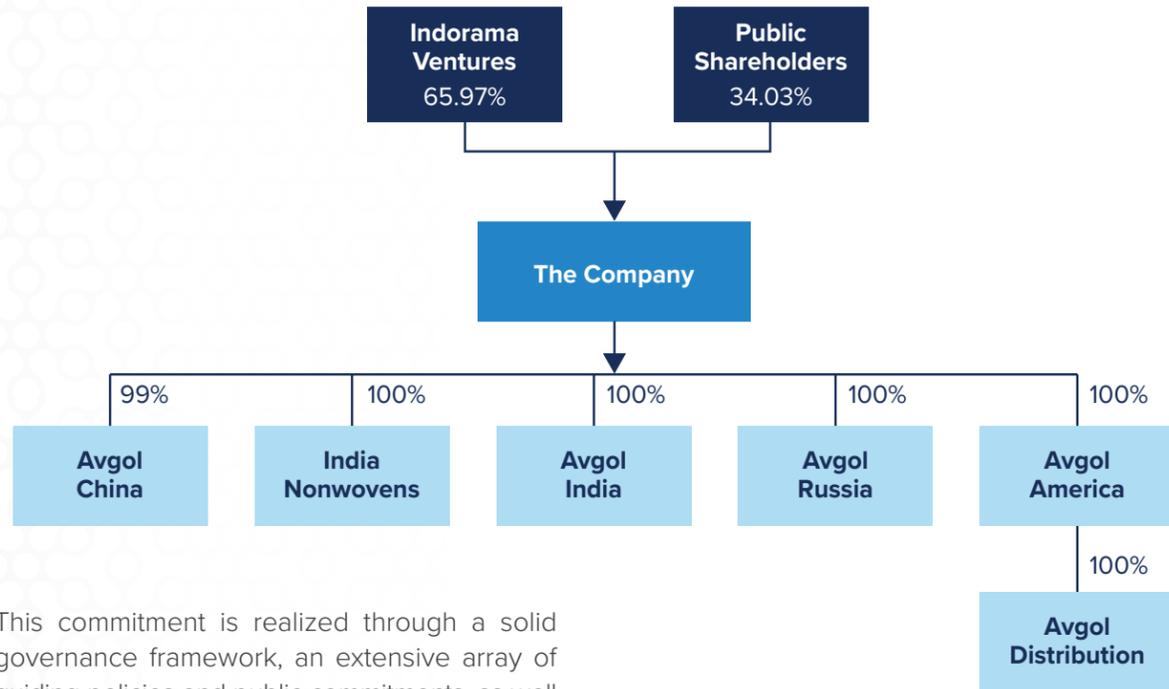
We Are Responsible

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.

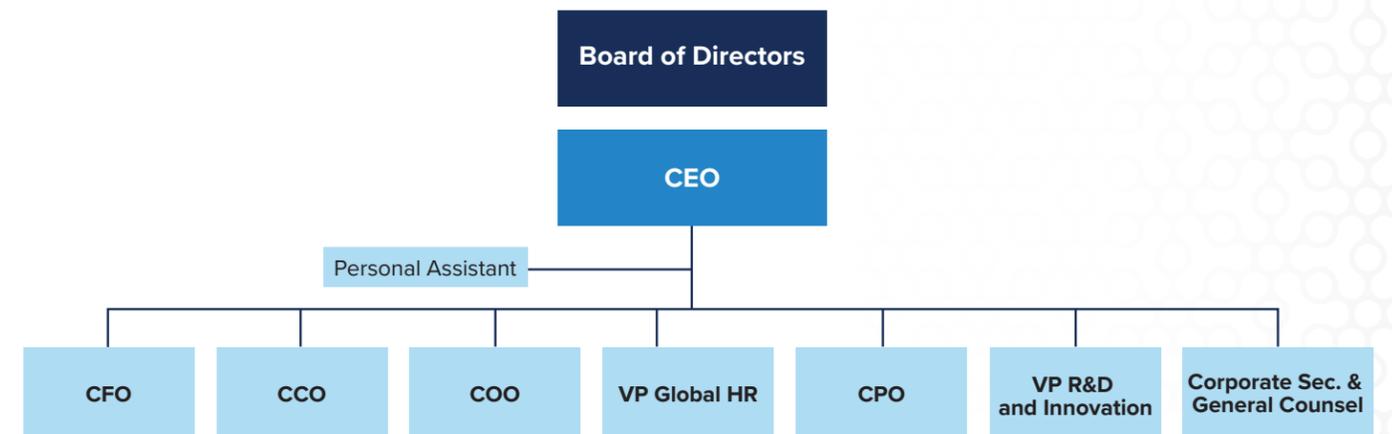
Organizational Structure

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 over 900 individuals across our operations. The Dimona facility being the only location where employees are represented by an independent labor union, with 75% 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

“As I begin my tenure as Chairman, we reaffirm our commitment to sustainable growth. Building on Indorama Ventures’ resilience and innovation, we will continue to strengthen governance and accountability and create long-term value for our stakeholders and the communities and environments in which we operate.”

MR. DIEGO BOERI¹, 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 Intelx 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 Intelx 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.

¹ Mr. Diego Boeri was appointed Chairman of Avgol on 13/01/2026. Mr. D.K. Agarwal served as Chairman during the 2025 reporting period.



Proactive

We will take a proactive approach to sustainability by improving our operations and allow us to work as a team better



Developing

We will remain agile, continuously developing our policies and ways of working to ensure our colleagues, customers, partners, communities, and critically the generations to come, enjoy a better world



Partnering

We will partner with others that share this same environmental obligation to achieve new, meaningful, and timely results



Reduce

We will reduce the consumption of unrenewable resins in our products while achieving required performance



Technologies

We will displace the use of unrenewable resins with alternate technologies to produce market differentiating products



Replace

We will replace unrenewable resins with alternate materials which minimize negative environmental impact





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.

Employees	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.
Consumers	We engage with consumers indirectly through our customers, who provide valuable insights on consumer needs and preferences, which are used for product design.
Shareholders	We prioritize transparent communication with our shareholders through regular board meetings and periodic reports.
Communities	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
Customers	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.
Suppliers	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.

Avgol’s ESG Committee

Avgol launched its ESG Committee in 2024, and it continued to develop in 2025 following the release of the company’s first ESG report.

A dedicated ESG support team of global functional leaders meets quarterly to share updates, align on key ESG topics, and move initiatives forward. Their discussions and recommendations are escalated to the broader ESG Committee, a senior management forum that convenes twice a year and includes executive leadership and site management. Together, these bodies oversee ESG strategy, set priorities and targets, and monitor progress across the organization.

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 the GNA, Global Nonwovens Alliance, 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 report builds on the framework we established last year and allows 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.

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

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

Russia

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

U.S.

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

Halol Quality Week

In 2025, following the Halol site's first-time certification to several ISO standards, the facility celebrated this milestone by hosting its first Quality Week. This event brought together employees from all departments to enhance quality awareness and foster a culture of excellence. The program featured interactive sessions on nonwoven fundamentals, 360-degree quality culture workshops, and a reward and recognition ceremony. This was the first initiative of its kind at Halol and has also been held in other Avgol plants in the past.

2024-25 SILVER EXPORT AWARD (MEDITECH) MATEXIL

We are pleased to announce that Avgol Nonwovens India Pvt. Ltd. (Halol) has been recognized by MATEXIL - the Manmade and Technical Textile Export Promotion Council - as the second largest exporter of nonwoven textiles in India, receiving the Silver Export Award in the MEDITECH category. This prestigious distinction was awarded for two consecutive years (2023-24 and 2024-25), reflecting strong export performance. The award was presented by Mr. Pabitra Magherita, Honorable State Minister for Textiles and External Affairs in the Government of India, underscoring the significance of this recognition for our team and our continued commitment to advancing high-performance medical textile solutions.



2024 BUSINESS OF THE YEAR AWARD Davie Chamber of Commerce

We are honored to have been named the 2024 Business of the Year by the Davie Chamber of Commerce. This award is presented to a business that demonstrates exceptional service, community impact, and commitment to Davie County. Selected through community nominations, this recognition reflects our dedication to maintaining strong business ethics, supporting the betterment of our local community through active company and employee involvement, and serving as a model for other businesses in the region. We are proud to be part of the Davie County business community and remain committed to contributing positively to its continued growth and prosperity.



2024 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 at 100% of our manufacturing sites. 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.

In 2025, the commercialization of an additional production line at our Mocksville, North Carolina plant increased overall energy consumption,

primarily electricity use. Additionally, improved asset utilization across certain lines in other plants also contributed to higher energy use.

To address this, we have been investing in initiatives aimed at reducing energy consumption and transitioning to renewable sources. 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, resulting in an estimated reduction of over 100 tCO₂e in GHG emissions.

Additionally, our solar energy installations in Russia and India are capable of generating 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. As a result of these efforts, our renewable energy use more than doubled year over year (see table below). 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.

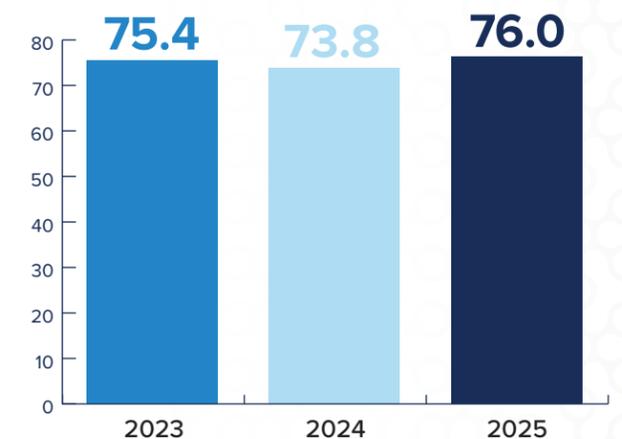
Total Avgol Energy Consumption [GJ]

	2023	2024	2025
Electric Grid	850,298	888,557	979,334
Renewable	4,885	6,610	15,995
Steam and Heating*	12,701	20,943	15,208
Diesel	725	710	657
Gasoline	590	584	434
Natural Gas	21,071	23,927	23,006
Others	265	226	353
Total	890,539	941,560	1,034,989

**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.*

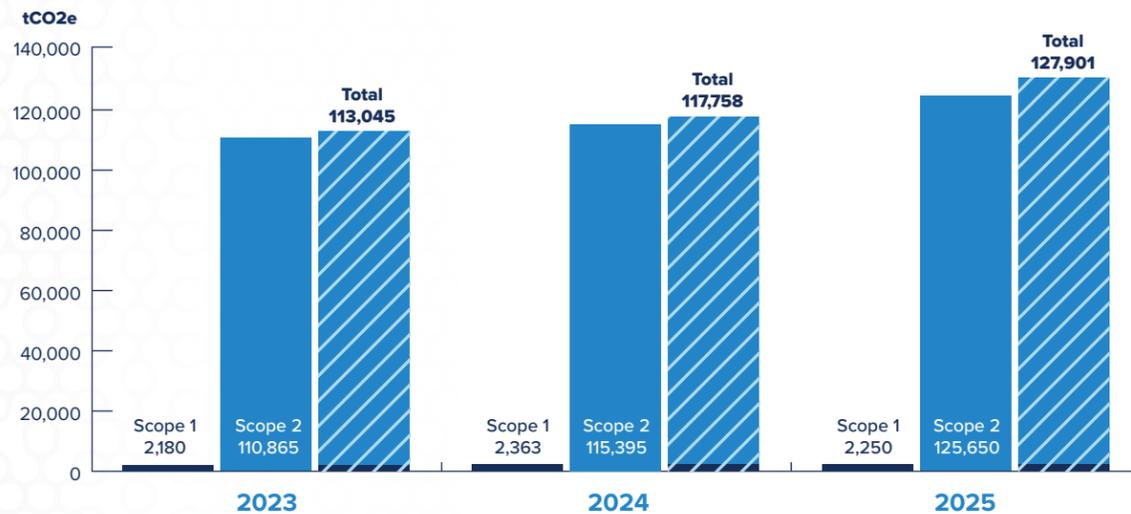
Global Energy Intensity [GJ/ million m² of production]

The slight increase in our energy intensity in 2025 directly reflects the newly commercialized line, including ramp-up and stabilization impacts, as well as shifts in product and asset mix, which can temporarily increase energy use per unit of output. Most plants nevertheless improved energy efficiency, enabling higher output without a proportional increase in energy consumption, while Mocksville was the primary exception as the new line continues to be optimized. We remain committed to minimizing our environmental impact and improving energy intensity in the coming year.



GHG Emissions & Air Pollutants

GHG SCOPES



GHG EMISSIONS

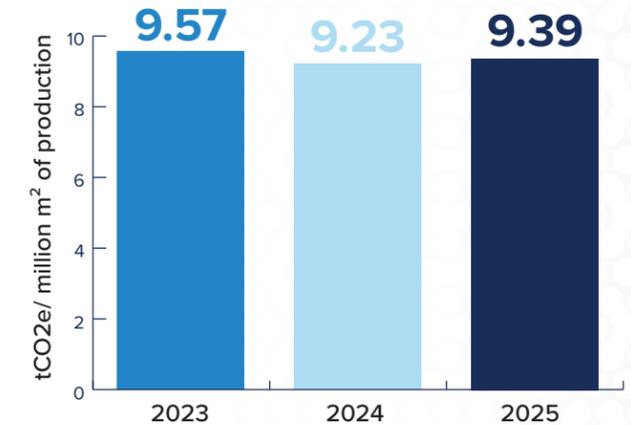
The majority of our greenhouse gas emissions are Scope 2 emissions, primarily from grid electricity consumption. While we rely on future advancements in manufacturing technologies and evolving market dynamics, we remain committed to minimizing these emissions.

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. Our increase in Scope 2 emissions is a direct correlation to the increase in our electricity use explained in the previous Energy section.

GHG calculations were made using market-based emission factors through the Intalex 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 slight increase in energy intensity between 2024 and 2025 translates into a corresponding increase in our GHG intensity. We will continue in our efforts and initiatives to reduce our carbon footprint.



Pollutant [tCO2e]	2023	2024	2025
SOX	0	1.0	1.0
NOX	0.08	0.10	0.12
PM	0.2	0.2	0.2
Total VOC	6.16	6.16	6.16
ODS	764	916	968
HFC (Fire suppressant equipment)	129	0.03	0.04
SF6	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 63 vehicles, including cars, trucks and employee shuttles. We are continuously working towards replacing gasoline vehicles with hybrid alternatives. Hybrid vehicles currently represent 24% of our global fleet.

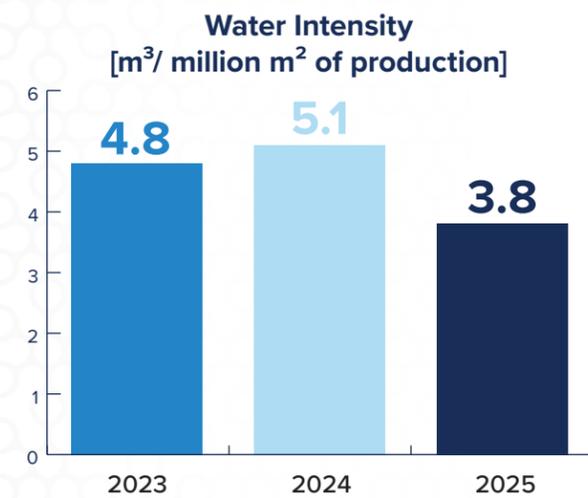
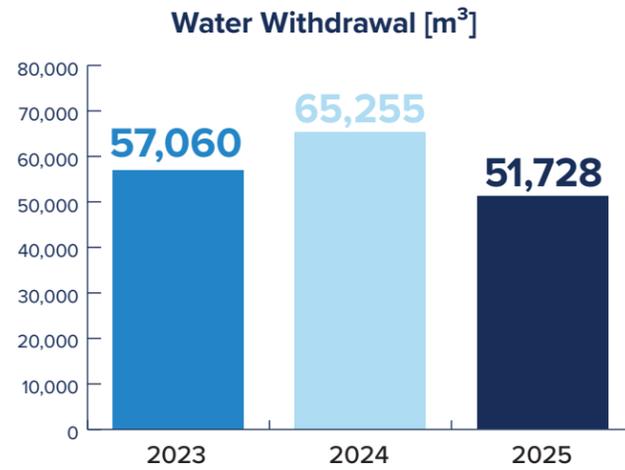
Global Vehicles 2024 2025

Vehicle Type	2024	2025
Gas	31	33
Diesel	8	12
Hybrid	15	15
Natural Gas	1	3

WATER & EFFLUENTS

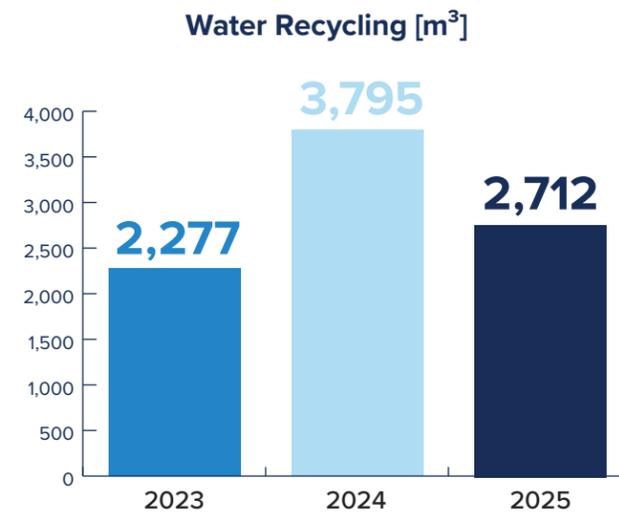
Water is the source of all life on our planet, so taking care of it has become a responsibility for all human beings. At Avgol, water consumption is minimal, primarily utilized as process water for diluting product additives. A considerable portion of our overall water usage is attributed to essential domestic needs within our facilities. All water, both for domestic and operational purposes, is sourced from the municipal supply. All wastewater 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.

As part of our efforts to optimize water-use, in 2025 we modernized our reverse osmosis water treatment system at our China plant, resulting in a reduction in wastewater of approximately 35%.



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.

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.



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, currently 18% of the water consumed in these locations is recycled. 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.

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. 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]	2023	2024	2025
Third Party Recycling*	1,498	2,676	1,384
Landfilling	556	786	776
Incineration	63	64	61
Compost	1	1	1
Downcycling	16	0	0
Anaerobic/Aerobic digestion	11	12	12
Other recovery methods	224	307	189
Total	2,369	3,846	2,423

**Including plastic, paper, and other materials*

The higher plastic waste volumes in 2024 reflected a one-time combination of recycling previously accumulated material and additional waste generated during early-2024 performance improvements at the Halol plant. In 2025, with operations more stable and less accumulated material to process, plastic waste volumes and third-party recycling volumes decreased, while other waste streams remained largely unchanged, contributing to a reduction in our overall third-party recycling rate (70% in 2024 to 57% in 2025).

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]	2023	2024	2025
Hazardous waste	29	11	34
Non hazardous waste	2,342	3,835	2,389
Total	2,371	3,846	2,423

**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.

2025 Planting Initiatives

In 2025, Avgol India Mandideep strengthened its environmental commitment through a plantation drive focused on native species. The team planted a mix of over 200 native saplings, including Sangwan (Teak), Peltophorum, Neem, and Karanj, supporting biodiversity and contributing to long-term greening and air quality benefits in the surrounding area. These trees are estimated to absorb approximately 2,600 kg of CO₂ annually. The initiative brought together strong employee participation and was recognized by the Happy Tree NGO. In addition, on World Environment Day, the site expanded greenery within the factory premises by planting over 150 garden plants and trees, helping create a healthier and more sustainable workplace.



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.

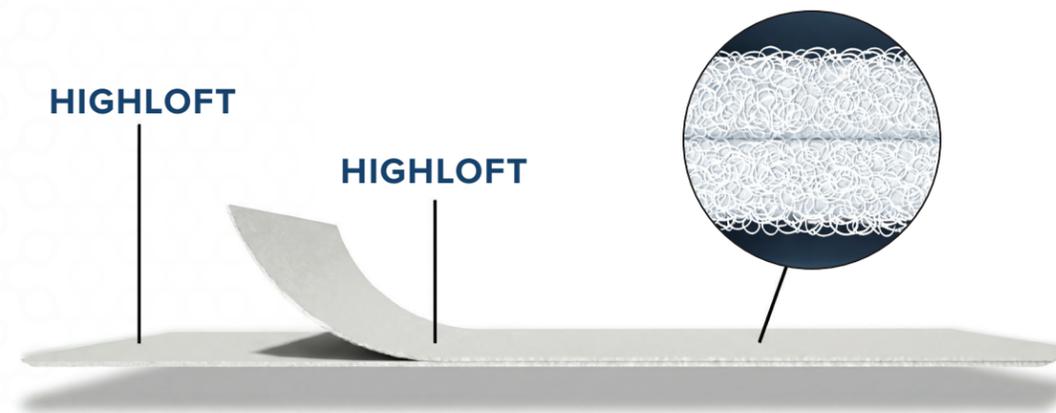
Our initiatives include product downgauging, as well as improving energy efficiency and increasing our reliance on renewable energy sources. Furthermore, we actively pursue collaborations with various stakeholders to amplify our impact. A notable example of such partnerships includes utilizing waste steam from national energy generation as an alternative to electricity in our operations in China.

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.

A key example of how we combine technology and product development is our Highloft platform. While the underlying concept has existed for several years, in 2025 Avgol advanced it further through significant R&D and scale-up efforts. This

work delivered a differentiated spunbond nonwoven with exceptional bulk and softness, while leveraging Avgol's base spunbond nonwoven technology. The innovation is centered on how the material's structure is formed to increase loft, resulting in a super soft, thick material that competes with traditional bicomponent (BiCo) and Carded technologies.

Highloft technology replaces certain materials that are typically difficult to recycle, with a solution that is designed to be easily recycled. In addition, manufacturing the product in the U.S. while utilizing locally sourced raw materials, Highloft significantly reduces reliance on imported products. Together, these efforts align with the company's commitment to sustainability across its value chain, from responsible sourcing to improved end-of-life outcomes. This innovation, which addresses the latest trend for softness in the premium diaper segment, was commercialized during 2025 with one of Avgol's global key customers and is expected to ramp up to significant volume in 2026.



Additional Innovations

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. 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.

Developments in our technology were also made in our partnership with Polymateria. Polymateria was founded to tackle plastic waste at scale. The proprietary Biotransformation technology allows our fibers to be readily broken down when released into the environment, without creating micro-plastic or ecotoxicity issues. By leveraging innovative materials, we aim to create products that not only meet but exceed the expectations of our customers in terms of comfort and performance.



Social

Employees



DR. LEA CARMEL G.,
MEMBER BOARD OF DIRECTORS

“To thrive in an evolving landscape, companies must align with the shifting values of society. By embracing societal change and fostering a culture of innovation, we build trust, reinforce our internal values, and ensure long-term, sustainable 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*

	2023		2024		2025	
Total workers by gender	Female	Male	Female	Male	Female	Male
China	42	140	40	135	40	132
India	5	164	4	153	2	151
Israel	32	88	35	85	38	81
Russia	38	83	44	85	43	93
U.S.	95	197	107	231	109	249
Total by Gender	212	672	230	689	232	706
Total	842		919		938	

	2023			2024			2025		
Total workers by age group	<30	31-50	>50	<30	31-50	>50	<30	31-50	>50
China	2	148	32	-	152	23	-	151	21
India	82	82	5	61	92	4	61	88	4
Israel	6	67	47	8	65	47	11	66	42
Russia	10	81	30	7	91	31	12	94	30
U.S.	53	122	117	59	154	125	86	163	109
Total by Age	153	500	231	135	554	230	170	562	206
Total	842			919			938		

**These totals include production contract workers.*

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

**** The 2024 employee figures have been restated to reflect updated data following a comprehensive review and alignment of our records.*



	China	Mandideep	Halol	Dimona	HQ	Russia	U.S.	Global
Active since	2004	2018	2021	2015	1988	2006	2001	–
Average tenure (years)	13.1	4.6	2.8	5.1	11.0	8	5.3	7.1

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.

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 example, Avgol Russia, established in 2006, boasts an impressive average tenure of approximately 8 years, reflecting the strong loyalty of its workforce, which is further underscored by a remarkable retention rate of 89%. These statistics highlight our dedication to fostering a positive workplace culture that contributes to both employee satisfaction and organizational success.

Our 2025 goal of increasing employee retention rate by 2% was achieved at our China, India, and Russia sites, demonstrating our commitment to nurturing a stable and supportive work environment. However, our total retention rate decreased by 1%, primarily driven by our U.S. plant that saw higher turnovers than previous years. We are actively working to improve this and plan to continue working toward this goal at all sites. We have already seen improvements in recent months. For the upcoming year, we plan to continue working towards this goal at all sites.

Employee Retention Rate (%)

	Jan 2023 – Dec 2023	Jan 2024 – Dec 2024	Jan 2025 – Dec 2025
China	88%	96%	98%
India	73%	77%	80%
Israel	70%	86%	85%
Russia	80%	85%	89%
U.S.	70%	78%	72%
Global	76%	84%	83%

**We have restated our 2023 and 2024 employee retention figures due to an update in our methodology. Previously, this was reported on a two-year basis, and we now report it on an annual basis.*

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

	2023	2024	2025
Production contract workers			
India	58	49	39

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 to 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.

As a testament to our commitment to health and safety, the Mandideep, India site recently completed a highly successful corporate EHS audit conducted by a third-party vendor on behalf of Indorama Ventures. The audit highlighted the strength and maturity of the site's EHS management systems and strong leadership involvement, with active engagement across site and departmental management.

Zero instances of non-compliance were reported throughout the reporting period.

LTIFR (cases per 200,000 man-hours)	2023	2024	2025
China	0.49	0.48	0.00
Dimona	0.00	0.00	1.26
Mandideep	0.00	0.00	0.00
Halol	0.00	0.00	0.00
Russia	0.00	0.00	0.00
U.S.	0.33	1.15	1.15
Total	0.20	0.47	0.47



Inclusion and Equal Opportunity

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.



Women in Management	2023	2024	2025
Entry manager level and above	21%	23%	20%
Senior manager level and above	19%	21%	21%
Board of Directors	13%	14%	29%

**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 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 and local firm's salary surveys 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 zero incidents related to discrimination.

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 management², 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.

Percentage of Local Management³

	China	India	Israel	HQ	Russia	U.S.
2024	100%	100%	100%	43%	87%	58%
2025	100%	100%	100%	66%	95%	86%

^{2,3} Local Management - Managers who are citizens in the same country as the site location.

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. In our most recent employee engagement survey we achieved an exceptional response rate of 85%. Employees identified accountability and collaboration as particular strengths across the company. Following the survey, each site developed an improvement plan based on the results, prioritizing key focus areas informed by employee feedback. 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 Birthday Celebrations and Family Visits:

At Avgol India, throughout the year, we hosted various celebrations including birthdays, festivals, and special occasions, and welcomed family visits to strengthen employee engagement and foster a close-knit workplace culture. These occasions provided opportunities for employees to celebrate milestones together, while family members were invited to visit the site and gain insight into our day-to-day operations. Notably, we organized vibrant Holi celebrations, where employees came together to mark the joyous and colorful festival. By creating moments of recognition and inclusion, these gatherings helped build camaraderie, a sense of belonging, and support a positive, family-friendly environment.



ISRAEL HOLIDAY CELEBRATIONS:

At Avgol's Dimona and HQ sites in Israel, we take great pride in our national holidays and cultural heritage. This year, we celebrated several holidays, including Purim, Rosh Hashana, and Tu B'Shvat with different celebrations. These celebrations foster a sense of community and joy among our teams. Such events not only highlight our commitment to cultural traditions but also strengthen the bonds within our workforce.



RUSSIA TEAM-BUILDING FOR EMPLOYEES:

At our Russian site, to strengthen collaboration and communication among our office teams, we organized team-building activities designed to encourage connection across functions and support a positive workplace environment. Employees participated in structured exercises that promoted problem-solving and mutual trust while also providing an opportunity to step away from day-to-day tasks and engage with colleagues in a more informal setting. These activities improved teamwork and helped build stronger working relationships.



U.S. TRUNK OR TREAT FOR EMPLOYEES AND FAMILIES:

At the U.S. site, we hosted a Trunk or Treat event for Avgol employees and their families during Halloween to bring people together, strengthen connections, and create a fun, inclusive community experience. Employees decorated their car trunks and distributed treats in a well-lit, supervised area, creating a fun community experience.

AVGOL CHINA TRIP TO YICHANG (QINGJIANG SCENIC GALLERY):

In April 2025, Avgol China organized a two-day trip to Yichang, bringing together 125 employees for an experience focused on connection and shared appreciation of the region's natural and cultural heritage. During the tour, employees boarded a cruise on the Qingjiang River and enjoyed the mountains, clear waters, and local folklore of the Qingjiang Scenic Gallery, strengthening team bonds through a memorable shared outing.



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.

For example, in China, we held our Annual Awarding Ceremony to recognize employees for their outstanding performance, dedication, and contributions throughout the year. The

event brought colleagues together to celebrate individual and team achievements, highlight excellence across the site, and reinforce a culture of appreciation.

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).



Employee Representation

At Avgol, employee representation is a critical aspect of our working environment. Currently, only our Dimona operations are unionized, with 49 out of 65 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

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.

As part of our focus on internal talent development, we are implementing upskilling programs to prepare team members for future growth and promotional opportunities. One example is our maintenance apprenticeship program. Through this program, we are sponsoring a current production lead to participate in a maintenance training program with a local college to support a transition from the production team to the maintenance team. These efforts align with our commitment to fostering both external community engagement and internal career advancement.

Global Training Hours

	2023	2024	2025
Total hours	14,316	14,140	27,786
Average training hours per employee	18	17	30

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 2025, we successfully created 92 IDPs, a 15% increase compared to 2024, 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.

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, in 2025 we updated our methodology and collection practices to ensure that all training initiatives are properly accounted for. As part of this process, training managers at each Avgol site are required to submit monthly reports including number of training sessions, hours, and participant amounts. This enhancement allows us to establish a reliable baseline for setting goals in future reports and improves collaboration between training professionals at our different site locations. This process reinforces 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.



AMY KANG,
SENIOR FINANCE
MANAGER, AVGOL CHINA

“I have been with Avgol since 2005, starting as Finance Supervisor and progressing to Accounting Manager in 2011, and most recently to Senior Finance Manager in 2025, now overseeing all financial affairs for Avgol China. Leadership training and programs have been instrumental in my development, helping me transition from being a “doer” to a coach and strategist. What has truly enabled my growth is Avgol’s culture of trust and empowerment — from early on, I was given meaningful responsibilities and autonomy, which built my confidence and sharpened my decision-making. The emphasis on open communication and constructive feedback created a safe space to identify areas for improvement and continuously refine my approach.”

“Since joining Avgol, I have benefited from a wide range of training and development opportunities that have shaped my career journey. I began as a Site Quality Leader, where I received in-depth training in quality systems and later completed a Leadership Training Program focused on people leadership and strategic thinking. Avgol’s culture of trust, teamwork, and knowledge sharing, combined with strong leadership support, has empowered me to take on new challenges and grow into roles with greater responsibility. These experiences have given me the confidence to drive continuous improvement and support the growth of others within the organization. As a leader, I encourage others who want to grow at Avgol to work with commitment and ownership, focus on preventing issues rather than relying on temporary fixes, and act with integrity and consistency.”



GOPAL SURYAWANSHI,
MANDIDEEP PLANT
MANAGER & REGIONAL R&D
MANAGER, AVGOL INDIA

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. 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.

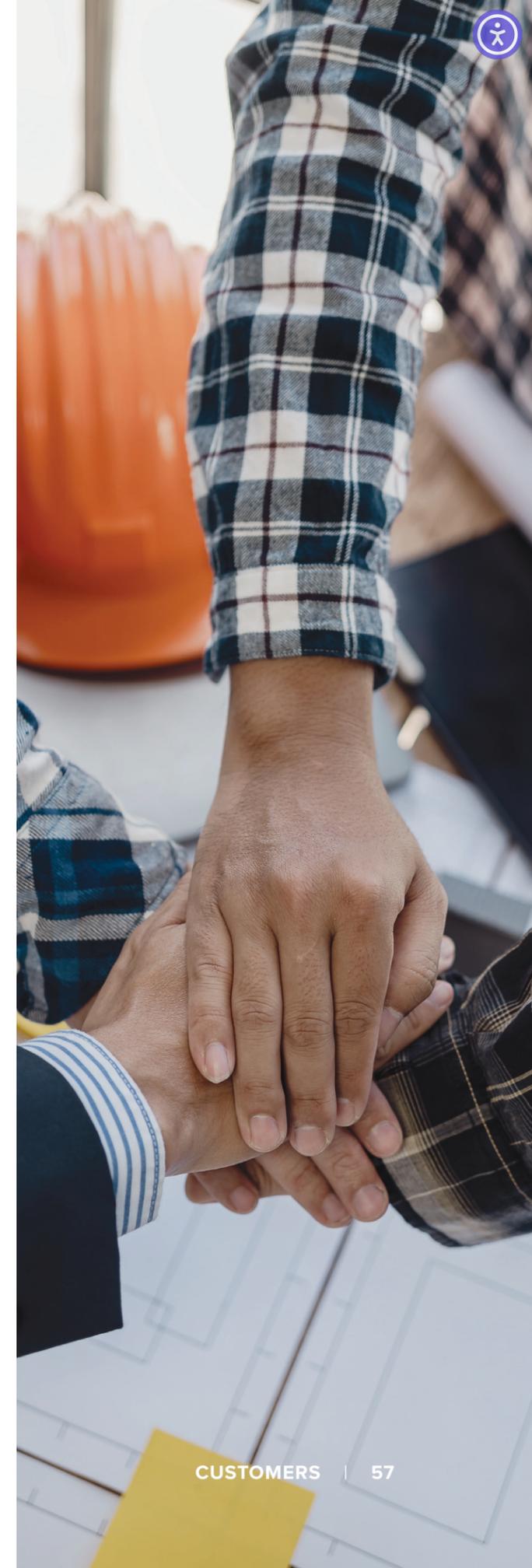
We recognize that quality is a shared responsibility that extends beyond management; it relies on the active participation of all employees. To uphold our commitment to continuous improvement, we offer multiple platforms for employees to suggest modifications and enhancements across all our operations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

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 continue being ranked as one of the top companies within the Indorama Ventures fibers division, achieving a Customer Satisfaction Index score of 86.23% in Indorama Venture's 2024 survey, 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.

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.



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 faced 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. In 2025, we began the process of qualifying a local supplier, with the goal of beginning collaboration with them in 2026. We remain committed to maximizing local procurement wherever possible to bolster local economies and reduce our overall environmental footprint.

Procurement	2023		2024		2025	
	Local Spend	Import Spend	Local Spend	Import Spend	Local Spend	Import Spend
Global	80%	20%	82%	18%	87%	13%

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 2025.

Supplier Spend on Raw Materials	Percentage
Ranked on EcoVadis	87%
Not ranked on EcoVadis	13%

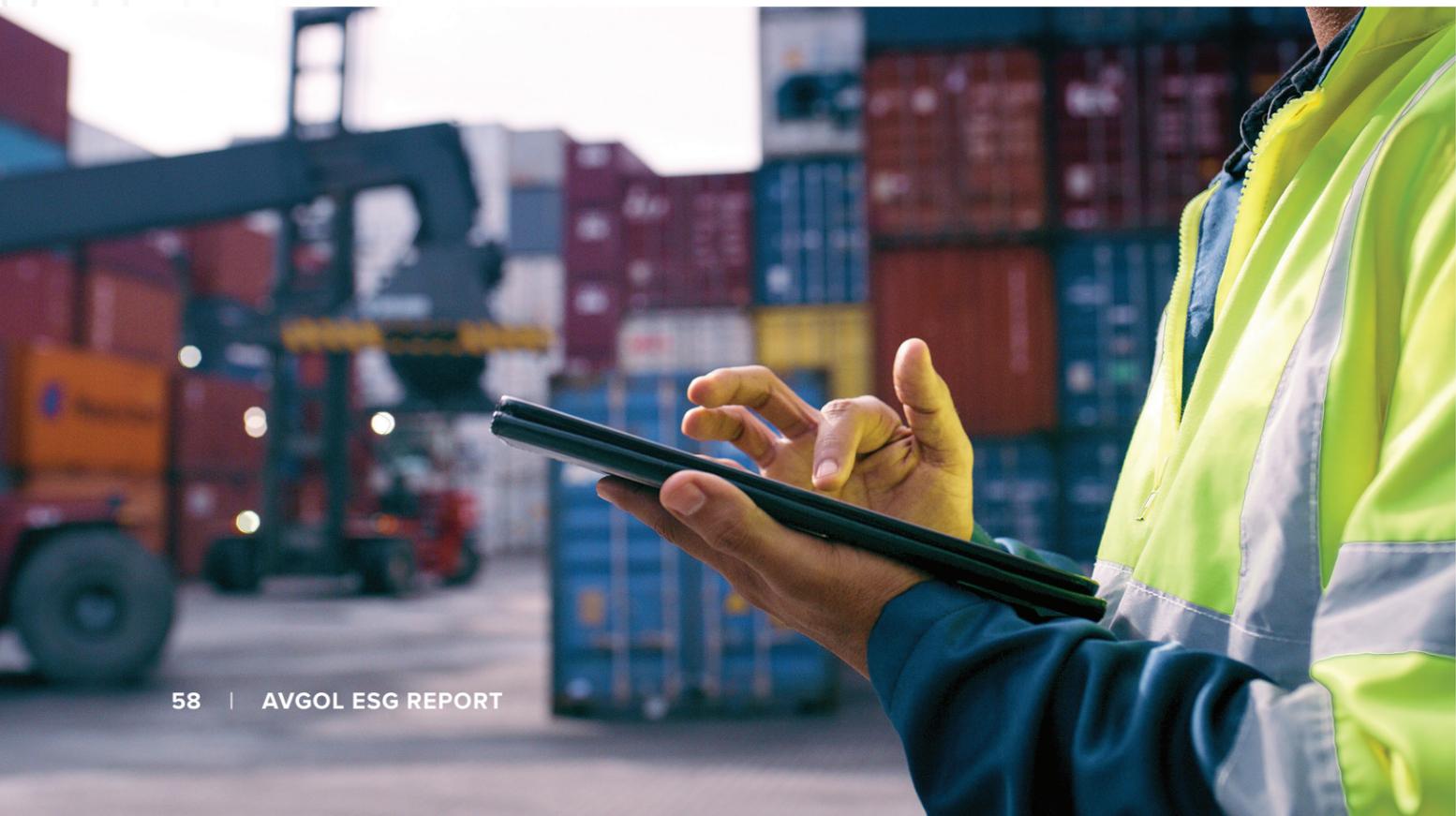
**One of these suppliers was last ranked in 2022 and has not been able to update its rank because of EcoVadis ceasing operations in Russia. **This includes Tier 1 suppliers.*

As part of Indorama Ventures' group-wide Scope 3 emissions measurement initiative, Avgol is actively collaborating to enhance transparency and accountability across our supply chain. In alignment with Indorama Ventures' corporate sustainability goals, in 2025 Avgol engaged two of our main suppliers to collect data on their GHG emissions. This effort marks an important step in understanding and managing the indirect environmental impacts associated with purchased goods and services. By participating in this process, we not only support Indorama Ventures' broader decarbonization strategy but also strengthens our own commitment to responsible sourcing and continuous improvement in environmental performance.

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. Until 2025, we had not been adequately tracking our volunteering efforts, resulting in incomplete information on these activities. Therefore, as part of our efforts to continuously improve our practices and establish a baseline for future targets, in 2025 we launched a new global reporting methodology for our community initiatives. Through this process we have collected accurate, consistent data on our community donations and volunteer activities across all sites.

In 2025, over 400 Avgol employees participated in 31 community activities, contributing over 1,600 volunteer hours.

In 2025, we donated to various local initiatives, supporting the communities where we operate. This reflects our commitment to creating a positive impact. We work with community partners to help address local priorities and support long-term community well-being.

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 hours 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.



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.



LOCAL CEMETERY CLEANING:

At our China site, Avgol employees volunteered to clean the local cemetery as a sign of respect and community solidarity. The initiative was aimed at preserving a dignified public space for remembrance. This activity demonstrates our commitment to supporting the local community and contributing to clean, safe, and respectful shared environments.

10,000 STEPS FOR HEALTH:

In Russia, our team participated in the municipal "10,000 Steps for Health" event, which encourages residents to adopt a healthy and active lifestyle. Avgol employees joined community members in the walk to promote physical well-being and raise awareness of the importance of daily movement.



28TH PRO SCRAMBLE GOLF TOURNAMENT:

In the U.S., Avgol sponsored the annual Pro Scramble Golf Tournament, a longstanding community charity event now in its 28th year. Through our sponsorship and employee participation, we help raise funds to support local charitable initiatives and community organizations. This event strengthens our connection with the community while creating meaningful social impact.



HALOL INDUSTRIAL ASSOCIATION MARATHON:

Avgol India employees participated in the marathon organized by the Halol Industrial Association, demonstrating our commitment to health, wellness, and community engagement. Our team's dedication and enthusiasm were recognized as we proudly secured the 3rd place prize at the event, highlighting the spirit of teamwork and perseverance among our employees.



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. Following the success of our partnership with local high schools through SkillsUSA, we are continuing our efforts to work with local high schools and colleges to provide internship opportunities and create pathways for students to gain valuable experience. An initiative we want to highlight is:

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. Sundeep Kohli

Indorama Ventures Representative

Mr. Vipin Kumar

Indorama Ventures Representative

Dr. Lea Carmel Goren

External Director

Mr. Ben Harel

External Director

Dr. Nurit Nahum

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

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
- Information Security & Privacy Protection Policy for AI Applications

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.

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. Over the past two years, we have been implementing our enforcement plan through dedicated e-learning platforms and evaluations, reinforcing our commitment to policy adherence and fostering a culture of accountability within our organization. To support employee understanding and ensure consistent compliance, the training materials were translated and rolled out across sites. As a result, implementation at certain locations began in early 2026. As of the publication of this report, over 70% of employees have completed ethics training, and full (100%) completion is expected to be achieved in mid-March 2026.

Currently, our organization has maintained a strong compliance record across various governance and ethical standards. We did not experience any instances of non-compliance in the 2025 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. Jelle Westerp, CCO

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.

Recognizing that the world is constantly evolving and that new risks continue to emerge, Avgol remains focused on strengthening its preparedness and adaptability. As part of this commitment, the company conducted an updated business impact analysis in 2025 to identify potential vulnerabilities and strengthen overall business readiness. This process supports the ongoing development of a comprehensive business continuity plan designed to enhance organizational resilience and ensure operational stability.

Data Privacy and Cyber 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, aligning with internationally recognized standards including ISO 27001 and IEC 62443, providing a solid foundation for safeguarding our operations against threats. We have developed and implemented comprehensive procedures in accordance with these standards, conducting regular risk assessments and formulating appropriate internal control plans, which are refreshed periodically to address evolving threats.

Our data privacy and cybersecurity governance structure includes dedicated personnel. Semi-annual data privacy and cybersecurity meetings are held with company management to review risk status, discuss necessary actions, and address regulatory requirements. Additionally, management provides the Board's Audit Committee with an annual update covering the company's status on these topics, a comprehensive risk assessment, and mitigation strategies for the year ahead. Privacy

protection receives particular emphasis to verify regulatory compliance, with dedicated meetings specifically focused on privacy matters.

In recent years, we completed significant investments to enhance cybersecurity protection in the manufacturing operational technology environment. This initiative included improvements in architectural infrastructure and remote access security across our production sites.

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, an ESG consulting company, helped in preparing this report. For more information please visit their website or contact: ya.cohen@shibolet-esg.com.

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, 2025, to December 31, 2025, 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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2-8	Workers who are not employees	Page 43
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2-11	Chair of the highest governance body	Pages 17, 64, 67
2-12	Role of the highest governance body in overseeing the management of impacts	Pages 18, 23, 26, 64, 67
2-13	Delegation of responsibility for managing impacts	Pages 18, 23, 26, 64, 67 Financial Report Chapter A (section 1.1)
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2-24	Embedding policy commitments	Pages 65, 66 Code of Ethics
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201-2	Financial implications and other risks and opportunities due to climate change	Financial Report Chapter A (section 1.23)
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407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Pages 17, 53
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417-2	Incidents of non-compliance concerning product and service information and labeling	No incidents
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SASB Index

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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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