

ENVIRONMENTAL SOCIAL GOVERNANCE REPORT 2023

Connecting Life.
Delivering the Future.



www.futurepipe.com



About the Report

This document represents the annual ESG Report of Future Pipe Industries (FPI) detailing our company's commitment and progress towards sustainable business practices. This report covers the period from January 1, 2023, to December 31, 2023, and reflects on initiatives and operations exclusively under the purview of FPI's global network.

This ESG report is the collaborative effort of a diverse, cross-functional team of internal and external subject matter experts. Reviewed meticulously by our senior leadership, it reflects our commitment to transparency and sustainability.

Scope and Reporting Framework

FPI embraces the Global Reporting Initiative (GRI) standards to ensure a consistent approach to reporting sustainability that is transparent, comprehensive, and comparable. As a private entity, our financial disclosures remain internal; however, this report aligns with the best practices of sustainability reporting and reflects our adherence to the principles of the United Nations Global Compact (UNGC) which we have committed to. FPI also incorporates S&P Dow Jones ESG Indices Key Performance Indicators (KPIs) into our sustainability strategy and reporting framework. These KPIs provide valuable metrics that guide our sustainability initiatives and help us measure our progress in a transparent and comparable manner.

Limitations of the Report

As FPI is a private company, certain data that would typically be disclosed in public financial statements is not included within this report. Nonetheless, we have endeavored to provide a comprehensive overview of our sustainability efforts that offers value to our stakeholders.

External Verification

While FPI does not require the same level of external assurance as publicly listed companies, we voluntarily engage in third-party reviews for our particular sites to validate our sustainability metrics and assertions. These reviews are conducted in accordance with internationally recognized best practices to ensure our commitments about sustainability.

Forward-looking Statements

This report contains forward-looking statements based on our current expectations and projections about future events. These include statements regarding our sustainability targets, strategies, and potential future performance. We intend these statements to be covered under the safe harbor provisions for forward-looking information. It is important to note that these statements are subject to various uncertainties and risks that could cause actual results to differ materially from those anticipated. Factors that may affect our operations and sustainability performance include but are not limited to economic conditions, regulatory environments, technological advancements, and competitive market pressures. FPI does not undertake any obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by applicable law or regulation.



Message from the CEO

Dear Stakeholders,

As we embark on this journey of transformative growth at Future Pipe Industries Group (FPIG), it is with a steadfast commitment to the principles of sustainability that I address you. As a newly inducted participant of the United Nations Global Compact (UNGC), we are more resolved than ever to align our business ethos with the global mandate of responsible business conduct.

This year, we have taken bold strides in embedding the Global Reporting Initiative (GRI) standards into the heart of our operations, ensuring that the pursuit of economic growth never overshadows our environmental responsibilities and social commitments. Our resolve to adhere to these globally recognized frameworks signifies our promise to not only maintain but elevate our practices to new heights of excellence.

Sustainable Growth and Social Impact

At FPIG, we prioritize sustainable development as essential for long-term success. We comply with environmental laws and continually monitor our impacts, aiming for continual improvement and transparent ESG reporting.

We promote resource efficiency, conserve energy and water, and minimize waste in our manufacturing processes. By developing products that exceed environmental standards, we lead the industry towards a lower carbon future and embrace a life cycle approach from production to disposal. We seek to reduce energy consumption, GHG emissions, and assess climate-related risks, implementing strategies for climate change mitigation and adaptation to enhance resilience.

Our ESG policy reflects our values, promoting inclusivity, well-being, and development for all employees. We ensure a safe, discrimination-free workplace and invest in employee growth. We actively engage with communities, supporting initiatives aligned with our sustainability vision. We collaborate with suppliers committed to ethical and sustainable practices, striving for transparency and traceability in our supply chain. The well-being of our people and communities is central to our ESG strategy.

Ethics and Governance

At FPIG, upholding the highest standards of integrity is essential. Our governance structure ensures ethical conduct, transparency, and accountability at all decision-making levels. We prevent conflicts of interest and maintain transparency to preserve long-term value for our business and stakeholders.

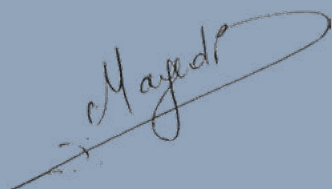
Our board of directors oversees and aligns with ESG objectives, regularly reviewing and reporting ESG performance. We integrate ESG risk assessments into our overall risk management, identifying and mitigating ESG-related risks to build resilience to climate change and other emergencies.

Looking Ahead

In line with our commitment to transparent reporting, we will continue to communicate our ESG performance openly, engaging stakeholders for their invaluable feedback, which is pivotal to our continuous evolution. As I set forth, I urge every FPIG employee, contractor, and partner to share in our vision. Together, we will navigate the complex landscape of today's global challenges, turning potential obstacles into stepping stones towards a prosperous, equitable, and sustainable future.

We are on a path of perpetual betterment, with a clear view of our destination - a world where business harmonizes with nature and society. I invite you to read further into our report, which not only outlines our achievements but also sets the stage for the ambitious goals we have laid out before us. It is with optimism and a spirit of unyielding resolve that we look to the future.

Warm regards,



Maged Basta

Chief Executive Officer

Future Pipe Industries





Embracing sustainability is not only a goal, but our duty in order to safeguard and shape our planet for generations to come, and create a world where environmental responsibility and business success walk hand in hand.

Maged Basta
Chief Executive Officer, FPI



About Future Pipe Industries

Explore our journey, initiatives, and the values that underpin our mission to leave a lasting legacy of environmental stewardship and social responsibility. We delve into the core ethos at FPI, highlighting our unwavering commitment to sustainability and responsible corporate practices. At FPI, we recognize the imperative of Environmental, Social, and Governance (ESG) principles in shaping our operations and driving positive impact.

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A Legacy of Excellence & Innovation in Sustainable Solutions

At FPI, we pioneer the future of piping systems with a focus on sustainability and efficiency. Our commitment to excellence began in 1984 in Dubai, UAE, and since then, we have transformed into a global front-runner in composite piping solutions. Celebrating four decades of innovation, we cater to diverse sectors, including Oil & Gas, Water, Industrial, and Marine & Offshore industries, consistently expanding our reach and capabilities.

FPI stands out for its extensive product portfolio that spans various applications and sectors. From petrochemical plants to desalination projects, we have made our mark with over 190,000 kilometers of pipes globally—enough to encircle the Earth four times. This is a testament to our role in delivering water and energy in the most efficient and sustainable way.



Our approach is founded on innovative and sustainable product design, leveraging non-metallic, anti-corrosive materials that demand less maintenance and reduce the carbon footprint significantly. By providing custom solutions, we ensure flexibility and adaptability to meet the unique needs of over 500 customers, aiding in the transition to new energy sources and propelling forward global sustainability initiatives.

In every endeavor, FPI prioritizes value creation for our stakeholders. With a dynamic and customer-oriented approach, we offer cutting-edge expertise and assurance in complex projects. Our dedication to engineering excellence, backed by our vast, diverse team and technological prowess, ensures we meet the evolving demands of the global market while reducing investment costs and setting new benchmarks for quality and durability in piping systems.

At FPI, we do not just manufacture pipes—we engineer conduits for progress, facilitating the flow of resources essential to our world’s infrastructure and well-being. Our legacy is built on the pipes we create, the partnerships we forge, and the future we shape—towards a more sustainable and efficient world.

500+

Customers

Non-Metallic,
Anti-Corrosive

Materials

Dynamic,
Customer Oriented

Approach

VAST GLOBAL FOOTPRINT



Our global footprint is extensive, with a network of advanced manufacturing facilities and strategic sales offices spanning across multiple regions worldwide. Our manufacturing facilities are equipped with cutting-edge technology, ensuring the highest standards of quality and efficiency across our production lines. With a team representing diverse backgrounds and expertise from over 44 nationalities, we foster a culture of collaboration and innovation. This diversity empowers us to deliver solutions tailored to the unique needs of industries globally, providing vital support to infrastructure and progress.

**11 State-of-the-Art
Manufacturing Facilities**

**26 Strategic Sales
Offices Worldwide**

44 Nationalities

9 Geo-markets

53 Production Lines

FPI VALUES

Guiding Principles for Excellence

At FPI, our values serve as the guiding principles that shape our culture, drive our decisions, and define our identity. Rooted in integrity, trust, courage, accountability, and agility, these values represent the core beliefs that unite us as a company and inspire us to achieve greatness. Let's delve into each of these values and explore how they shape our collective journey at FPI.



Integrity: Upholding the Highest Standards

Integrity lies at the heart of FPI's ethos. We are committed to conducting business with honesty, transparency, and ethical integrity. Our dedication to doing the right thing ensures that we earn the trust and respect of our stakeholders. By upholding high standards of business practice and ethics, we lay a solid foundation for sustainable growth and enduring success.

Trust: Building Strong Relationships

Trust is the cornerstone of our relationships at FPI. We cultivate an environment of mutual respect, care, and inclusivity, where every individual feels valued and empowered. By fostering trust among our employees, customers, and partners, we create a supportive ecosystem where collaboration flourishes and innovation thrives. Trust enables us to forge enduring connections and navigate challenges with confidence.



Courage: Embracing Boldness and Innovation

Courage is the driving force behind our ability to push boundaries, challenge conventions, and drive positive change. At FPI, we encourage our employees to take calculated risks and champion new ideas. By fostering a culture of courage, we empower individuals to think creatively and pioneer innovative solutions to complex problems. Courage propels us forward, enabling us to adapt, evolve, and lead with conviction in a rapidly changing world.

Accountability: Taking Ownership and Responsibility

Accountability is central to our commitment to excellence at FPI. We believe in taking ownership of our actions and outcomes, whether they result in success or failure. By holding ourselves individually and collectively accountable, we create a culture of transparency, integrity, and continuous improvement. Accountability empowers us to learn from our mistakes, celebrate our achievements, and strive for excellence in everything we do.



Agility: Navigating Change with Precision

Agility is ingrained in our DNA at FPI. We recognize the importance of adapting swiftly to changing market dynamics, emerging trends, and evolving customer needs. With a focus on business excellence and execution, we embrace agility as a competitive advantage that enables us to seize opportunities and overcome challenges with precision. Agility empowers us to innovate, iterate, and deliver impactful results that drive sustainable growth and long-term success.

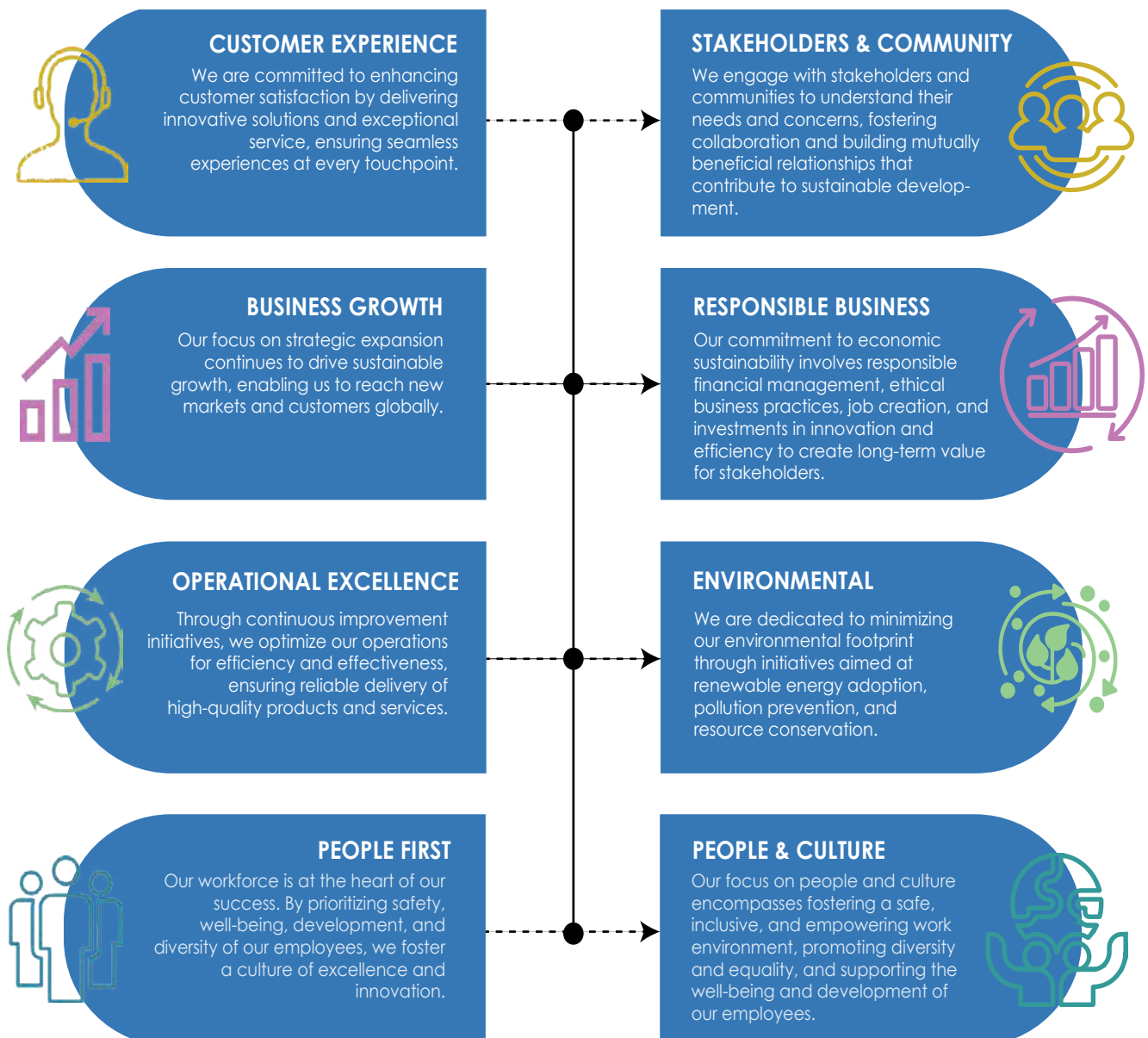
STRATEGIC COMPASS & SUSTAINABILITY STRATEGY

The Path to Purposeful Progress

From prioritizing customer experience to empowering stakeholders and communities, to driving economic growth while safeguarding ecological integrity, our approach ensures that sustainability is a driving factor of our strategic decision-making. By integrating sustainability considerations into our core strategies, we are not only driving business success but also contributing to a more resilient, equitable, and thriving world for generations to come.

STRATEGIC COMPASS

SUSTAINABILITY STRATEGY



Alignment with United Nations Global Compact Principles & Sustainable Development Goals (SDGs)

FPI is deeply committed to sustainability across all facets of our operations. We recognize that ensuring a successful and sustainable future requires us to embed sustainability into the very core of our business practices. As our business expands, we remain steadfast in aligning every aspect of our operations with sustainability principles.

At FPI, sustainability is not merely a concept but a fundamental pillar of our corporate ethos. Each member of our team acknowledges their responsibility in contributing to our long-term sustainability objectives. We hold ourselves accountable for the environmental and social impact of our operations and continuously strive for improvement while sustaining and expanding our business activities.

To achieve our sustainability objectives, we establish and regularly review long-term, medium-term, and short-term goals. This proactive approach empowers us to maintain control over our operations while making incremental improvements within our sphere of influence.

Central to our sustainability efforts is our corporate purpose: to deliver water and energy to the world in the most efficient and sustainable manner possible. This overarching objective guides our actions and informs our decision-making processes, ensuring that sustainability is built in all our endeavors.

We embrace Ten principles of the United Nations Global Compact (UNGC) and the Sustainable Development Goals (SDGs) as guiding frameworks for our sustainability strategy.

The UNGC calls companies to align their operations and strategies with ten universally accepted principles related to human rights, labor, environment, and anti-corruption. At FPI, we integrate these principles into our business practices, ensuring they permeate our organizational culture and drive our decision-making processes.

Our sustainability strategy is closely aligned with the SDGs, serving as a roadmap for our global sustainability efforts. By aligning our practices with the SDGs, we aim to address critical global challenges such as poverty, inequality, climate change, and environmental degradation. Through our actions, we seek to contribute to the achievement of these goals while simultaneously enhancing the quality of life for both current and future generations.



We Support the 10 UNGC Principles



View our [Letter of Commitment](#) to the principles and objectives of United Nation Global Compact (UNGC).

Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The Ten Principles of the United Nations Global Impact are derived from:

- The [Universal Declaration of Human Rights](#)
- The [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#)
- The [Rio Declaration on Environment and Development](#)
- The [United Nations Convention Against Corruption](#)

Integrated Reporting

Unveiling the 6 Capitals Ecosystem

Our plan to progress towards integrated reporting demonstrates our ongoing commitment to sustainability by providing a holistic view of how we create value across all six capitals. By weaving together the six capitals—financial, manufactured, intellectual, human, social and relationship, and natural—into our reporting framework, we will illuminate the interconnectedness of our business activities with the broader ecosystem. This approach will underscore our dedication to transparently communicating the long-term implications of our actions on stakeholders and the environment. Through integrated reporting, we will not only be highlighting our achievements but also be identifying areas for improvement, driving continuous innovation and progress towards our sustainability goals.

By integrating these six capitals into our reporting, we aim to provide a comprehensive account of our value creation process. This approach will not only showcase our achievements but will also highlight areas for improvement, driving continuous innovation and progress toward our sustainability goals. Through transparent communication and a steadfast commitment to responsible business practices, we constantly endeavor to build a resilient and thriving future for all stakeholders.

	<p>Financial Capital will form the bedrock of our operations, providing the resources needed to fuel our endeavors.</p>		<p>We recognize the significance of Natural Capital—the environmental resources and conditions upon which our operations depend.</p>
	<p>Manufactured Capital encompasses the physical infrastructure and assets crucial for our production processes.</p>		<p>At the heart of our success lies Human Capital, which will comprise of the skills, expertise, and dedication of our workforce.</p>
	<p>Intellectual Capital represents our intangible assets—patents, brands, and knowledge systems—that drive our competitive advantage and innovation efforts.</p>		<p>Our relationships with stakeholders constitute our Social Capital. These connections are nurtured over time, fostering trust and collaboration essential for sustained success.</p>



Governance at FPI

This section delves into the core of FPI's operational integrity, emphasizing our robust governance practices and ethical framework. Discover how these foundational elements not only guide our decision-making processes but also contribute to our sustainable business practices, as detailed in our comprehensive ESG report.

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Governance Structure

From our **headquarters in Dubai** to our sales offices worldwide, each tier of management collaborates within a structured approach to achieve our collective goals, ensuring efficient and effective governance across our extensive network. Across regions spanning from the Americas to Asia, we establish governance presence tailored to local contexts yet aligned with global standards.

FPI also maintains rigorous policies and practices to prevent and mitigate conflicts of interest, underpinned by a comprehensive **Code of Conduct** paired with our **Business Ethics Policy**. These lay the foundation of how we work together, and provide clear guidance for our leadership and employees. At FPI, our governance structure is anchored by a diverse Board of Directors, consisting of both executive and non-executive members. This composition ensures a wealth of varied expertise that collaboratively sets the organizational direction and provides invaluable support.

Specific committees and senior executives are responsible for impact management. Robust reporting mechanisms facilitate regular communication on impacts and performance to the Board, enhancing accountability and informed decision-making. We benchmark our remuneration packages against the market's 50th percentile for both fixed and variable pay to ensure fairness and competitiveness. Fixed pay is determined based on market data, reflecting role, responsibilities, experience, and qualifications, whereas variable pay is linked to organizational performance and individual contribution. Sign on bonuses are selectively offered to secure strategically important candidates, while termination packages and retirement benefits are structured to be fair and equitable, reflecting tenure and contributions. Moreover, FPI's commitment to transparency and fairness is demonstrated through its meticulous approach to calculating the pay ratio. By focusing on fixed salary components and considering the specific economic environment in the UAE, the resulting ratio of **33:1** reflects a balanced and equitable compensation structure, fostering trust and harmony among employees.

Our governance structure fosters **transparency, strategic decision-making, and a culture of innovation and continuous improvement**. It serves as a guiding force in our commitment to sustainable development, reinforcing our dedication to engineering excellence while minimizing environmental impact and creating long-term value for stakeholders. Through the integration of sustainability principles, every decision contributes to a more sustainable future for generations to come.

Our Highest Governance Body & Its Committees

There is flexibility in the process for nomination and selection of the highest governance body. The Board of Directors, comprising a diverse mix of executive and non-executive members, including one female and three male directors, along with two Non-Executive Directors (NEDs), serves as our highest governance body. This body oversees the strategic direction and overall performance of FPI, ensuring alignment with our purpose, values, and sustainable development goals. It holds the responsibility for developing and updating FPI's purpose, values, and strategies, overseeing opportunities and risks including climate risks.



Fouad Makhzoumi

Executive Chairman



May Makhzoumi

Vice Chairman



Dr Nasser Saidi

Independent Non-Executive
Director/Chair Audit & Risk
Committee



Dr Omar Ashur

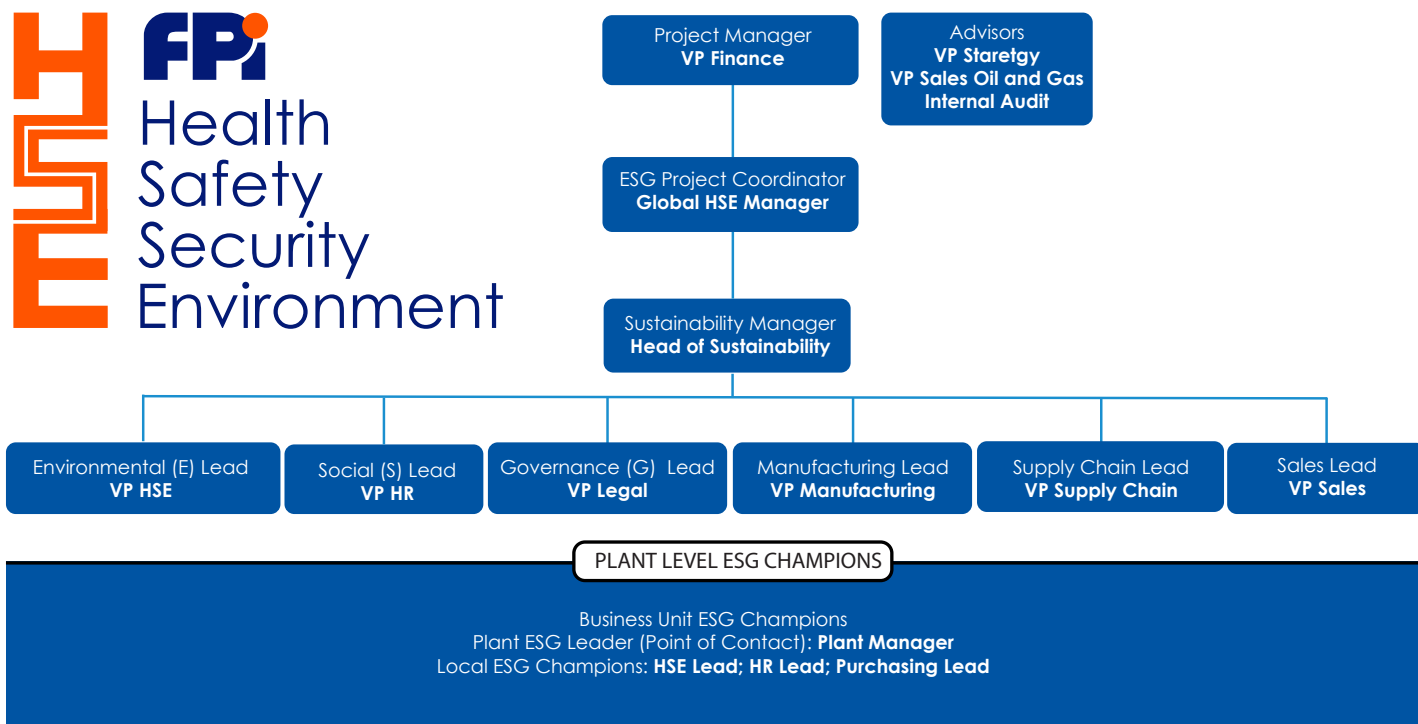
Non-Executive Director

The Board strengthens its collective efforts through essential committees, such as the Audit and Risk Committee (ARC) and the Whistleblowing Committee. The ARC ensures rigorous financial compliance and effective risk management, while the Whistleblowing Committee upholds the highest standards of ethical conduct. In addition, the Board remains deeply attuned to internal and external feedback, prioritizing transparency and accountability in decision-making processes. While formal evaluation processes are not currently in place, the Board oversees Environmental, Social, and Governance (ESG) assessments conducted by the ESG Committee. Actions are then initiated based on assessment outcomes to continually enhance governance effectiveness and organizational practices.



Environmental, Social, and Governance: ESG Integration at FPI

FPI's ESG policy serves as a cornerstone of its operations, reflecting a steadfast commitment to sustainability stewardship, climate resilience, and regulatory compliance. This policy ensures that FPI operates follows environmental laws and regulations across all jurisdictions where it conducts business. By prioritizing ESG considerations, FPI integrates sustainability into its core business strategy, operations, and corporate culture, thereby fostering long-term value creation for its stakeholders while advancing the goals of the UN Global Compact and the UN Sustainable Development Goals.



Central to our governance structure is the seamless integration of ESG principles, which drive our efforts to create value while upholding ethical conduct and sustainability. Within our governance network, we have established a cross-functional team encompassing subject matter experts. Together, they collaborate to advance our ESG initiatives and ensure alignment with our corporate objectives. Steering our ESG endeavors are the ESG Project Coordinator, the Global Health, Safety, and Environment (HSE) Manager, and the Head of Sustainability, reporting directly to the Project Manager and VP of Finance. Supported by advisory members such as the VP of Strategy, VP of Sales for Oil and Gas, and Internal Audit, they provide comprehensive oversight and guidance, ensuring that our ESG efforts are robust and impactful.

Recognizing the importance of localized governance practices, we have appointed Plant Level ESG Champions across our regional landscapes, each serving as a local advocate for our ESG principles. These champions, led by the Plant ESG Leader who serves as the point of contact, work in tandem with Business Unit ESG Champions and Local ESG Champions, such as the HSE Lead, HR Lead, and Purchasing Lead.

Our integrated approach to ESG not only underscores our commitment to sustainable development but also bolsters our resilience in the face of evolving environmental, social, and regulatory dynamics. By embedding ESG considerations into our governance practices, we aim to create enduring value for our stakeholders while safeguarding the planet for generations to come.

Health, Safety, and Environment (HSE) Governance



Our HSE governance structure is central to our commitment, ensuring the well-being of our employees, protecting the environment, and achieving operational excellence.

At FPI, our unwavering commitment to health, safety, and environmental (HSE) considerations is paramount across all our global operations. Under the oversight of the Board of Directors, our HSE governance framework ensures alignment with organizational goals and regulatory requirements. To further strengthen our HSE practices, FPI has established an HSE Committee comprising both executive and non-executive members. This committee plays a pivotal role in overseeing HSE policies, practices, and performance, ensuring that they meet the highest standards. Operating across diverse regions, FPI has dedicated HSE teams strategically positioned to address local regulatory compliance and operational risks. Corporate HSE provides overarching guidance to ensure adherence to local safety requirements and international standards, while local HSE representatives and subject matter experts at each business unit offer specialized support.

Each Geo-market HSE Leader, reporting to the Group Vice President of HSE who is then directly reporting to the Office of the CEO, provides localized expertise and support, facilitating seamless coordination between local operations and global HSE initiatives. This matrix reporting structure ensures alignment with overarching HSE strategies and standards across the organization. In the GCC/ME region, for instance, HSE managers, engineers, coordinators, and advisors stationed across Saudi Arabia, Oman, Qatar, and the UAE oversee operations across five factories and eight sales offices. This extensive regional presence underscores our commitment to maintaining high HSE standards across our global footprint.

In line with the HSE policy, clear HSE roles and responsibilities are defined for all staff, geo-market management, and senior management. FPI's HSE management includes interaction with employees or their representatives (work councils, trade unions) as a channel of engagement regarding issues that are particularly important and necessary for improvement. For instance, FPI has HSE Steering committees at each location where employee representatives are consulted and informed about the HSE management system. The HSE department organizes HSE campaigns, toolbox, safety stand downs, and town hall meetings to inform employees about HSE topics.

FPI integrates HSE considerations into its broader Environmental, Social, and Governance (ESG) framework. By aligning HSE practices with sustainability goals, we ensure that our HSE efforts contribute to our overall ESG performance, promoting holistic sustainability throughout our operations.



Material Topics

This section illuminates the pivotal role of materiality in FPI's Environmental, Social, and Governance (ESG) strategy. Through rigorous assessment processes, we navigate complexities to maximize stakeholder value while advancing positive outcomes for society and the environment.

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FPI'S Approach to **Assess Material Topics**

At FPI, we use a comprehensive and systematic approach to identifying our material topics in ESG & Sustainability. Materiality plays a pivotal role in guiding our understanding of where FPI's business model has the greatest impact on society and the environment, as well as which impacts are most critical to our business success. Through annual materiality assessments, we prioritize actions that maximize value creation for shareholders while fostering positive societal and environmental impacts. While our priorities may remain relatively consistent from year to year, we will meticulously evaluate each topic to inform strategic decision-making.

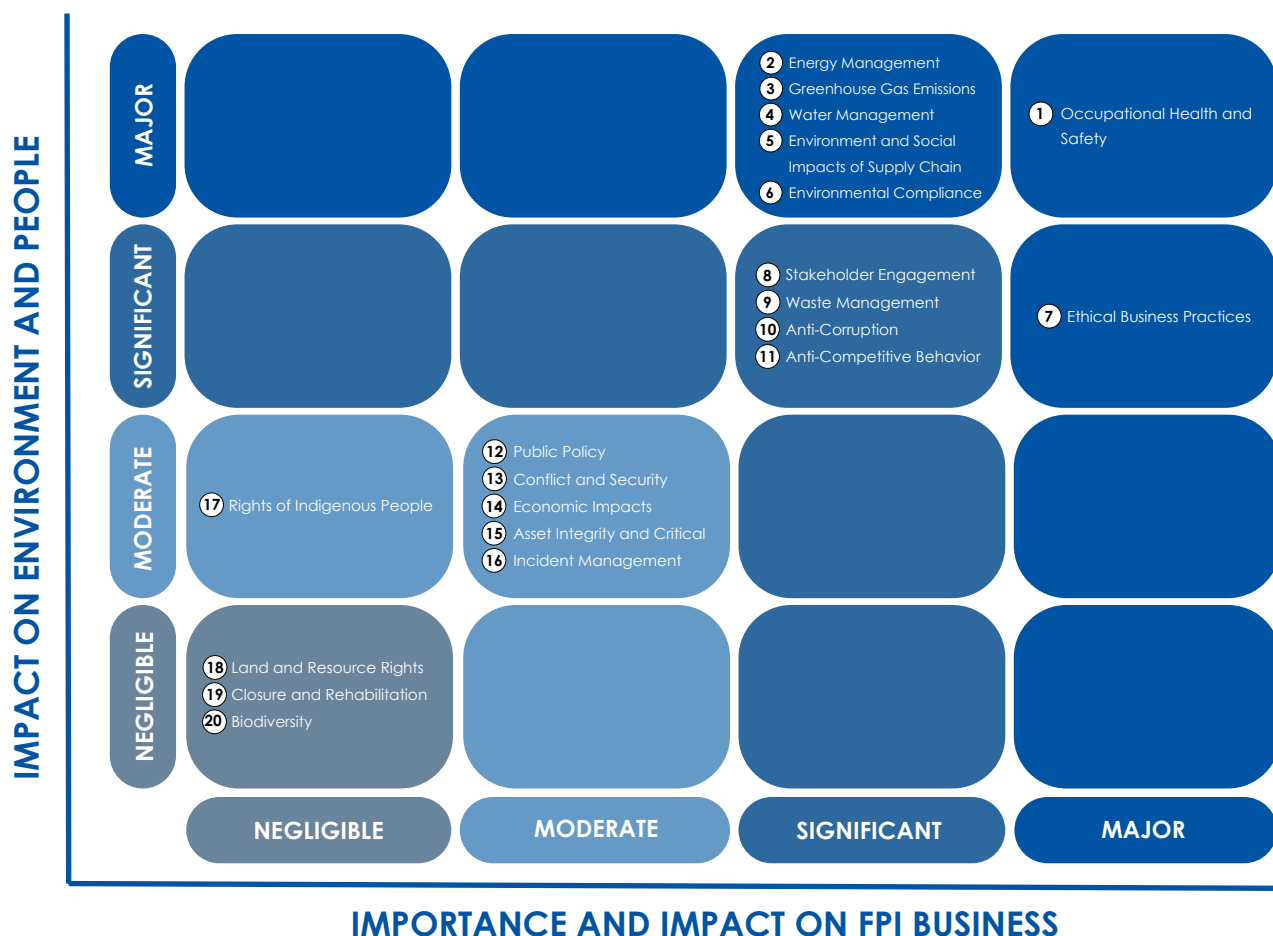
Materiality Assessment Process

Materiality serves as a guiding principle, directing out focus towards areas where our actions have the greatest significance for stakeholders and business success.



We consistently conduct a materiality assessment to pinpoint areas where FPI's business model significantly influences society and the environment, as well as identifying the impacts crucial to our business success. This evaluation aids in prioritizing actions aimed at maximizing shareholder value creation while fostering positive societal and environmental outcomes. While our priorities may exhibit minimal variation from year to year, we meticulously evaluate each topic to guide strategic decision-making processes.

Materiality Matrix



Understanding and addressing material topics is fundamental to our dedication to sustainability and responsible business practices. These topics represent critical areas where our operations have significant impacts on society, the environment, and business success. By prioritizing actions in these areas, we aim to maximize value creation for stakeholders while fostering positive societal and environmental outcomes. While priorities may exhibit consistency over time, each topic undergoes thorough evaluation to inform our strategic decision-making processes effectively.

Integration with Enterprise Risk Management

In addition to the materiality assessment, FPI conducts an annual risk assessment at the Group level. Moving forward, climate-related risks will be integrated into our Enterprise Risk Management process to ensure that the full range of material topics is considered across the company. Risks pertaining to the environmental and social impacts of the supply chain, including exposure to human rights risks, undergo review at the Group management level. Cases related to our risk assessment processes are escalated to the Executive Board if necessary, and findings are incorporated into operational and strategic decision-making processes.

Our Global HSE management system policy mandates risk assessments be conducted at the HSE competency, business, function, and site levels. Potential hazards are identified, and risk assessments performed through cross-functional team collaboration and accordingly the Job task risk assessment (JTRA) and Work equipment risk assessment (WERA) which are maintained up to date. The output of these identification and risk assessment activities are documented and used for the development of HSE objectives, safety improvement plans (SIP), and appropriate risk control measures. We also use these results to create and update standard operating procedures for routine tasks.

Sustainability Focus

This section highlights how our business strategy intertwines with Environmental, Social, and Governance (ESG) principles, essential for our ESG reporting. We have structured our efforts around four core focuses: Stakeholders and Community, Responsible Business, Environmental, and People and Culture. These focuses serve as pillars guiding our sustainable practices, ensuring that our actions are not only aligned with industry standards but also drive positive impact across our operations and broader ecosystem. The section concludes by highlighting the targets and KPIs for 2024.

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Focus Area:
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Focus Area:
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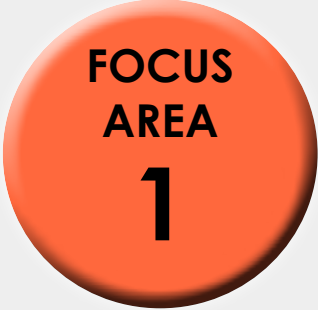
Focus Area:
Environmental

04

Focus Area:
People & Culture

05

Target and KPIs
for 2024



**FOCUS
AREA
1**

Stakeholders and Community

Our customers, partners, employees, and the wider community all play a role in how we do business. We work with each group of stakeholders to build strong, lasting relationships which create value.

Stakeholder Engagement

Stakeholder engagement lies at the core of FPI's operations, reflecting our steadfast commitment to understanding and addressing concerns of local communities, customers, employees, partners, and associates. Through active solicitation of feedback, we gain valuable insights informing decision-making processes and bolstering social impact.

Engagement with local communities encompasses understanding vulnerabilities and potential impacts from operations, covering socioeconomic, cultural, health, and human rights aspects. FPI operates within a framework of compliance with government, social, and community-related laws, ensuring alignment with regulatory standards and societal expectations.

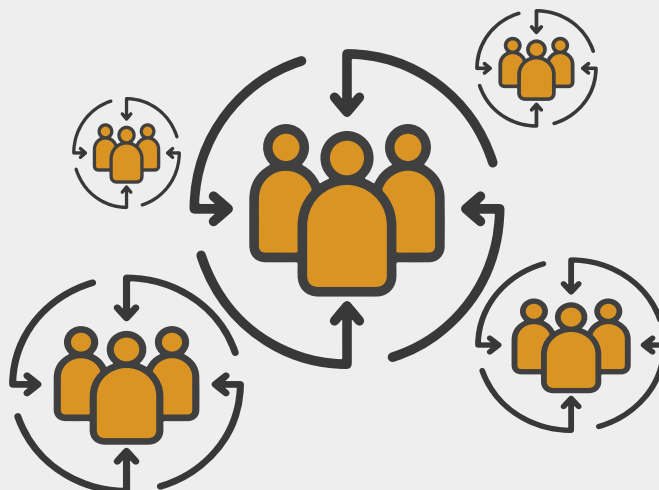
Our focus on creating fair and inclusive workplaces involves diligent tracking of metrics such as new hires, turnover rates, and benefits provision to ensure equitable treatment for all employees. We promote diversity in governance bodies and monitor gender pay equity, fostering an inclusive culture.

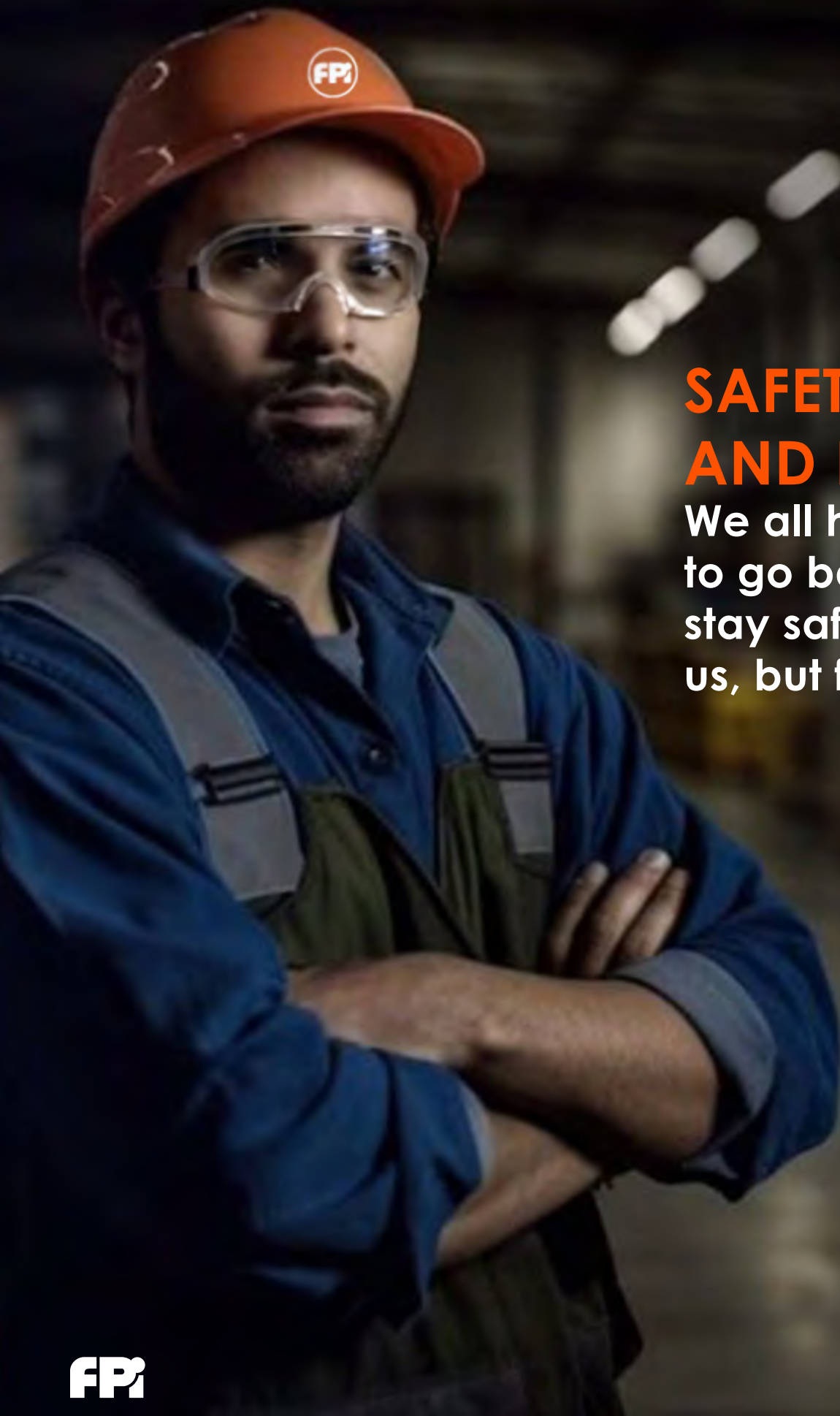
To enhance company performance, we engage stakeholders to evaluate impact on key Environmental, Social, and Governance (ESG) issues. This spans local, regional, national, and international levels, adhering to principles of transparent interaction.

Collaboration on projects, publications, and campaigns mitigates risks associated with critical issues.

Regular consultation with the **Creating Shared Value (CSV) Council** focuses on advancements aligned with FPI's commitments and compliance with laws and regulations. This includes climate action, nature conservation, circular economy, water management, human rights, nutrition, and social welfare. Through proactive engagement and adherence to legal frameworks, FPI drives positive relationships, inclusive workplaces, and meaningful social impact.

Our vision **"To create a Culture of Safety and Caring founded on trust and of visible felt leadership"** shapes our commitment to upholding the highest standards of health, safety, and well-being of all our employees, contractors, customers, and other stakeholders involved or affected by our activities. A culture where everyone takes personal responsibility for their own safety and regards Safety as a Value and not a priority. We use our GPS (Growth, Profitability and Sustainability) framework to guide us, along with FPI five core values that serve as our compass towards realizing that vision.





**SAFETY. FOR US
AND FOR THEM.**
We all have a family
to go back to, so we
stay safe, not only for
us, but for them too.



Active Engagement and Sponsorships

FPI is deeply committed to engaging with industry stakeholders and actively participates in prestigious events that shape the future of environmental sustainability. A prime example of this is FPI's involvement in the IDA Seville Summit on Water and Climate Change. As a Gold Sponsor of the summit, FPI not only underscores its dedication to addressing pressing environmental challenges but also showcases its leadership in fostering collaborative solutions.

The IDA Seville Summit is a renowned platform where global leaders, policymakers, and experts converge to discuss and develop strategies for water sustainability and climate resilience. FPI's prominent sponsorship and active participation at this summit highlight its proactive approach to environmental stewardship. By contributing to high-level dialogues and sharing innovative solutions, FPI reinforces its commitment to sustainable water management practices and the broader fight against climate change.

Furthermore, FPI's engagement in such significant events is a testament to its role as a catalyst for change. Sponsoring and participating in the IDA Seville Summit allows FPI to influence policy, advocate for sustainable practices, and collaborate with key stakeholders to drive impactful initiatives. This involvement not only strengthens FPI's position as a leader in environmental sustainability but also demonstrates its unwavering commitment to making a tangible difference in global sustainability efforts.

Through these efforts, FPI exemplifies the power of collaborative action in tackling environmental issues, particularly those related to water sustainability. The company's active engagement and sponsorship of the IDA Seville Summit reflect its strategic vision and dedication to fostering a more sustainable future for all.

At FPI, the health, safety, and wellbeing of our employees, contractors, and stakeholders are paramount. Our commitment to occupational health and safety (OHS) is not only integral to our operations but also reflects our core values of integrity, trust, courage, accountability, and agility.



FOCUS
AREA
2

Responsible Business

We conduct and grow our business ethically and build value by operating and growing responsibility guided by our policies, procedures, and governance. We hold ourselves accountable for the impact of our operations and have appropriate policies and control to manage them to ensure positive impact on our growth, industry development and the world around us.

Ethical Business Practices

Ethical business practices are at the core of FPI's operations, reflecting our commitment to integrity, transparency, and responsibility in all aspects of our business. This policy emphasizes honesty, fairness, and respect for human rights and environmental stewardship.

Our **Ethical Business Policy** outlines clear guidelines and standards to ensure that employees uphold the highest ethical standards in their conduct.

Integrity and Honesty: FPI expects all employees to act with integrity and honesty in their dealings, both internally and externally. This includes avoiding conflicts of interest, maintaining accurate records, and refraining from engaging in deceptive or fraudulent behavior.

Fair Treatment: We prioritize fair treatment of all stakeholders, including employees, customers, suppliers, and communities. Discrimination, harassment, and unfair business practices are strictly prohibited, and we strive to create an inclusive and supportive work environment.

Environmental Responsibility: FPI is committed to minimizing its environmental impact and promoting sustainable practices. This includes efforts to reduce waste generation, conserve natural resources, and mitigate pollution.

Whistleblowing: We encourage employees to report any unethical or illegal behavior they encounter through our whistleblowing channel - Speak-up platform. FPI is dedicated to protecting whistleblowers from retaliation and ensuring that all reports are thoroughly investigated and addressed.

Anti-Corruption

Addressing corruption is a fundamental aspect of FPI's business practices, reflecting our commitment to integrity, transparency, and ethical conduct. Corruption, including practices such as bribery, fraud, extortion, and collusion, poses significant risks to businesses and society at large. At FPI, we have a zero-tolerance approach to corruption, and our Anti-Corruption Policy outlines clear guidelines and standards to prevent and combat corrupt activities throughout our operations. We prioritize transparency in our contracts and ownership structures, ensuring that our dealings are conducted with integrity and accountability. Furthermore, we recognize the far-reaching negative impacts of corruption, including misallocation of resources, environmental damage, human rights abuses, and political instability. By actively promoting a culture of honesty, accountability, and compliance, FPI aims to mitigate the risks associated with corruption and contribute to a more transparent and sustainable business environment. Through robust internal controls, ongoing training, and vigilant monitoring, we strive to uphold the highest ethical standards and protect the interests of our stakeholders.



Anti-Competitive Behavior

Ensuring fair and ethical business conduct, FPI maintains a steadfast commitment to preventing anti-competitive behavior in all facets of operations. Guided by stringent adherence to applicable laws and regulations, our Anti-Competitiveness Policy prohibits collusion with competitors that could distort market competition or harm stakeholders. We uphold principles of fair competition, transparency, and integrity, fostering a level playing field for all market participants. Our approach includes robust mechanisms for employees to report any suspected violations through whistleblowing channels, reinforcing our dedication to accountability and compliance. By championing fair competition and transparency, FPI safeguards market integrity and promotes trust among stakeholders.

Environmental and Social Impacts

Of Supply Chain

At FPI, our commitment to responsible sourcing, supplier diversity, and ethical practices permeates every aspect of our supply chain operations. We prevent potential Human Rights issues in Supply Chain through audits, Supplier Code of Conduct, and supplier engagement processes. Our performance in this realm is continually evaluated using key performance indicators (KPIs) such as incidents addressed and supplier compliance rates.

External relationships are integral to the success of Future Pipe Industries (FPI). Our suppliers play a critical role in our ability to deliver products to our customers. To ensure ethical and responsible conduct throughout our supply chain, FPI has established a Supplier Code of Conduct. This code outlines fundamental principles aligned with the United Nations Global Compact Initiative and the global chemical industry's Responsible Care program, all of which flow into FPI's Corporate Social Responsibility (CSR) program.

Principles of Supplier Code of Conduct

Human Rights & Labor: Suppliers must uphold internationally proclaimed human rights, including freedom of association, elimination of forced labor, and compliance with applicable minimum legal age requirements.

Environment, Health, and Safety (EHS): Suppliers are required to comply with all relevant environmental, health, and safety regulations, continuously improve performance in these areas, and promote greater environmental responsibility.

Governance, Ethics, and Legal Requirements: Suppliers must operate in full compliance with all international, national, and local laws and regulations, adopt ethical business practices, and refrain from engaging in bribery or unethical transactions.

Quality: Suppliers must establish and maintain an effective Quality Management System, focused on continuous improvement, employee training, and adherence to standards and requirements.

Confidentiality: Suppliers are expected to respect the confidentiality of information shared between FPI and the supplier, ensuring that sensitive information remains confidential.

Verification of Compliance

FPI may request suppliers to verify their compliance with the Supplier Code of Conduct through various methods, including self-assessments, third-party assessments, certifications/statements, and on-site audits. These measures ensure that suppliers adhere to ethical and responsible business practices.

Sustainable Supply Chain Management

FPI has made significant efforts to integrate sustainability into its supply chain management processes. Initiatives include supplier screening assessments, implementation of the Supplier Code of Conduct, and monitoring supplier performance through annual evaluations that incorporate Environmental, Social, and Governance (ESG) criteria.

Supplier ESG Screening

Supplier selection and on boarding begin with the Supplier Code of Conduct agreement, which covers various ESG-related clauses.

Currently, **80% of our regular suppliers** have signed the FPI Supplier Code of Conduct, demonstrating their commitment to ethical practices and sustainability.

Collaboration and Engagement

FPI emphasizes collaboration and engagement with suppliers to address sustainability challenges collectively and effectively. Through visits, audits, discussions, and training sessions, we encourage suppliers to reduce carbon emissions, minimize environmental impact, and strengthen human rights and ethical safeguards. Many of these collaborations are led by FPI and are centered on quality improvement, resource efficiency, material circularity, climate resilience, and environmental impact reduction.

Responsible Sourcing

FPI is committed to responsible sourcing practices that benefit both the environment and society. Majority of our raw materials are sourced ethically, with many suppliers committed to UN Sustainable Development Goals and carbon reduction actions. We continue to encourage ethical practices throughout our supply chain.

Initiatives Implemented in 2023

In 2023, we intensified our efforts to monitor and mitigate air emissions by adopting state-of-the-art technologies and operational best practices. By participating in government programs and implementing stringent emission control measures, we aim to uphold good air quality standards for our employees and local communities.

Future Strategies and Initiatives

Looking ahead to 2024, FPI is committed to deepening our engagement with key stakeholders and aligning business objectives through the Environmental, Social, and Governance (ESG) lens. This includes setting KPIs for measuring supplier performance in sustainability and enhancing transparency through regular reporting. We will continue to prioritize responsible sourcing practices that benefit both the environment and society, encouraging ethical practices throughout our supply chain. Through collaboration and partnership with our suppliers, FPI seeks to make a positive impact on people, the planet, and the longevity of our business operations.

Research and Development

We prioritize research and development in key areas and partnering with industry leaders and institutions to drive positive impact across our operations and industry.

FPIG has a Production Innovation & Development Department, dedicated to product and production methods improvements and special projects development. Besides, there are two R&D centers (in Saudi Arabia and the Netherlands), among which two were launched in 2023. Now the KSA and UAE centers are focusing on incremental improvements, while the center in the Netherlands is focusing on leap improvements and innovations.

Our new Research and Development (R&D) centers are part of our proactive approach to Product Safety, Innovation, Sustainability, and Collaboration.

Research and Innovation

FPI's collaborative initiatives with renowned partners like the Non-metallic Innovation Centre underscore its commitment to research and innovation. FPI engages with various partners to develop solutions that address industry challenges while minimizing environmental impact.

FPI's unwavering commitment to sustainability, coupled with its innovative spirit and collaborative approach, positions it as a trailblazer in the transition to greener, more sustainable future.

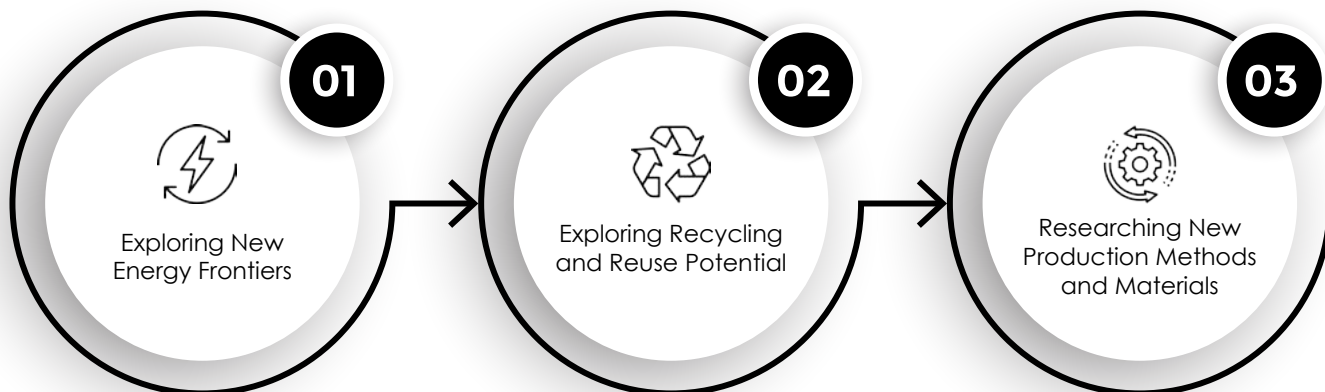


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FPI
FUTURE PIPE INDUSTRIES

The Pipeline Industries Guild iICE award with for RTR Joints project



Aligned with global trends and industry partnerships, we are actively researching new energies, such as hydrogen and geothermal energy. **Collaborations with the GRE-GEO Consortium and institutions, such as Clausthal University of Technology, enable us to explore innovative applications, such as downhole pipe technology for geothermal energy extraction, with funding support from Geothermica**, a European Funding organization, which accelerates geothermal energy development, by engaging public sector representatives in research and innovation programs and fostering collaborations.

There is an ongoing sustainability and energy transition research at FPI in the Netherlands. Our R&D center in Netherlands is researching recycling and reuse potential of glass fiber composite materials. Recycling of glass fiber composite materials is a priority to us, and we are exploring potential breakthroughs and stay on the radar of emerging technologies and use cases for reuse and recycling of these materials.

One of the current projects under development is shredding and granulating scrap material and reject product and using it for our production or other applications. If successful in the GCC, we will extend it to all geo-markets. Each facility generates around 9 tons of glass fiber waste per year; therefore, its utilization will reduce waste to landfills and, at the same time, significantly reduce waste disposal costs. This advancement could potentially establish us as leaders in developing and providing end-of-life solutions for glass fiber composite materials.

Our area of focus also includes reduction of carbon footprint through adoption of new production methods, as substantial amount of natural gas goes into ovens at the production stage. Previously we conducted lifecycle assessment in the UAE, and the Environmental Product Declaration is available for all product categories.

Lastly, to further grow the benefits of composite materials, we are researching ways to expand the usage of our products, e.g., by enhancing material properties, applying the latest developments in material science, and partnering with specialists.



Product Quality and Safety

Our Production Innovation Department and Research and Development centers are devoted to advancing product quality and safety through continuous improvement initiatives and the development of cutting-edge technologies.

Ensuring safety of products safety is essential for protecting consumers and maintaining a positive reputation while mitigating potential legal and financial risks. This assessment encompasses various factors, including the materials used in production, manufacturing processes, and compliance with regulatory standards.

At FPI Group, product safety is a top priority, reflecting our dedication to innovation, sustainability, and responsible business practices.



Certificate of recognition received by FPI-Qatar



US team received “Best in Design” and “Excellence in Water/Wastewater” awards from Design-Build Institute of America.

**FOCUS
AREA
3**

Environmental

The nature of our business means that we need to understand and carefully manage our impact on the environment. Operating effectively will help us to do this. We also have a major responsibility and opportunity to convert the world's pipe systems to the longer term, more environmentally friendly glass fiber pipe. Through our global QHSE policy and interwoven across our business strategy, we actively seek to minimize our impact on our environment, through the Reduce, Reuse, and Recycle approach.

Environmental Product Declaration

FPI is committed to the sustainability of its products and their use. To support this commitment, we assessed the environmental impacts of our Glass Reinforced Plastic (GRP/GRE) Pipe and Fittings through an Environmental Product Declaration (EPD).

An EPD provides transparent information about the life-cycle environmental impacts of products, including their carbon footprint and potential impacts on global warming, ozone depletion, acidification of land and water, eutrophication, photochemical ozone creation, and depletion of abiotic resources, along with other pertinent health-related impacts. Our EPD has been independently verified by the LCA studio and is globally recognized as part of The International EPD® System, a member of the ECO Platform.

Transparency lies at the heart of FPI's environmental initiatives. The EPDs offer stakeholders comprehensive insights into the environmental impact of FPI's products, encompassing their entire lifecycle—from raw material extraction to end-of-life disposal. By providing transparent and data-driven information, FPI empowers stakeholders to make informed decisions and reinforces its commitment to environmental responsibility.

The EPD has been published on FPI's webpage and The International EPD® platform.

Our EPD is based on a Life Cycle Assessment (LCA) methodology and complies with the international standard ISO 14025 (Type III Environmental Declarations) and EN 15804.





Environmental Product Declaration

Program:
The International EPD® System

Registration Number:
S-P-05106

EPD International AB
Box 210 60
SE-100 31 Stockholm
Sweden

Publication Date:
18.11.2021

info@environdec.com
www.environdec.com

Valid Until:
16.11.2026

In accordance with ISO 14025 and EN 15804 for:

Glass Reinforced Plastic (GRP/GRE) Pipe and Fittings



An EPD should provide current information and may be updated if conditions change. The stated validity is therefore subject to the continued registration and publication at www.environdec.com

Energy Management

Our energy management efforts focus on managing and reducing energy consumption, promoting energy efficiency, and exploring renewable energy sources in our operations. This includes strategies for climate mitigation, adaptation, resilience, and management of climate-related risks: both physical and transitional.

We aim to reduce the amount of energy we consume during our business activities and the associated environmental impacts of energy use. Energy consumption is a significant variable in the cost of our production processes. We carefully track and manage energy purchases, and our conservation efforts focus on energy efficiency improvements across our plants. Efficiency improvements are realized through higher plant utilization, increased production at new, larger, and more efficient facilities and through facility improvement projects. Moreover, we are implementing company-wide energy conservation measures related to equipment upgrades and replacement, preventative maintenance plans, and behavioral and process changes.



Conservation efforts through installation of LED High Bay & Flood Lights and AC Auto Shutdown Timers in Qatar



Energy Management and Renewable Energy

Our 2 MWp solar PV installation at Dubai manufacturing site has produced 3,171,686 kWh during 2023, resulting in savings of AED 488,439 and 1,269 tons of CO2 emission reduction equivalent to annual carbon sequestration by 52,875 trees. To date we were able to save 5542 tons of CO2. In line with our renewable energy transition initiative and clean energy strategy, we are planning to install solar roofs in our largest facilities factories by 2027. In 2023 we performed solar plant installation assessments at our largest manufacturing sites, where local regulations allow such installations. In 2024 we plan solar panels installation at two facilities: Abu Dhabi and Dammam (KSA). With additional annual generation of 3.5 million kWh of renewable energy, we are expecting another saving of 1.4 thousand tons of CO2 emissions. Studies undergo for solar installations in our factory in the Netherlands. In 2023, electricity consumption was 41,759,607 kWh.

We will continue energy-efficiency improvements in 2024, along with electrification plans. We have plans for replacing HID lights with LED lights to optimize energy consumption. We already have LED lights at MENA factories where partial or complete replacement took place. Engineering controls will be deployed through incorporation or upgrade to energy-efficient equipment, including programmable or sensor-based thermostats and HVAC systems. Some sensory lights and thermostats have been replaced. Additionally, we will introduce administrative measures by implementing power management systems to curtail standby power consumption.

Renewable Energy Leadership

A key pillar of FPI's sustainability strategy is its leadership in renewable energy adoption. FPI's pioneering efforts in harnessing solar power exemplify its commitment to reducing carbon emissions and enhancing energy efficiency. The installation of a robust 2 MW solar PV system at its production facilities in Dubai marks a significant milestone, meeting over 40% of the Dubai's energy requirements. This ambitious endeavor underscores FPI's proactive approach to sustainable energy practices and sets the stage for future solar installations across all its factories by 2030.

8% of our electricity is supplied by renewable sources

Our 2 MWp solar PV installation at Dubai manufacturing site has

produced **3,171,686 kWh** during **2023**

Target

In **2024**, we are targeting to increase the share of renewable energy to **15%**.



SOLAR PANELS





IN DUBAI FACILITY



Greenhouse Gas Emissions

While we acknowledge the importance of greenhouse gas emission monitoring and reporting, at present, we are unable to disclose GHG emissions data across our global operations due to limitations in data gathering. However, we are committed to enhancing our efforts by implementing greenhouse gas emissions accounting going forward.

Carbon Footprint Reduction Strategies

We are committed to reducing our carbon footprint, particularly in production processes where natural gas consumption is significant. Initiatives include lifecycle assessments, and Environmental Product Declarations (EPD). These efforts align with our commitment to environmental stewardship and sustainable practices.



Environmental Compliance

Environmental compliance is a fundamental pillar of FPI's operations, reflecting our unwavering commitment to adhering to environmental laws and regulations at both international and regional levels. In addition to complying with international agreements such as the Paris Agreement (2015), Convention on Biological Diversity (1992), Stockholm Convention on Persistent Organic Pollutants (2001), Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal (1989), and the Extractive Industries Transparency Initiative (EITI), FPI also ensures compliance with region-specific laws and regulations. Our dedication to environmental safety is paramount, and we prioritize reporting on our compliance measures to ensure transparency and accountability.

Our environmental management practices are integral to our operational philosophy, aiming to minimize our ecological footprint and promote sustainability throughout our value chain. At FPI, we diligently adhere to environmental laws and regulations, focusing on emissions, waste management, material use, and other environmental aspects while safeguarding community health and the environment.

Environmental Management System (EMS)

Central to our environmental strategy is the implementation of a comprehensive Environmental Management System (EMS) certified to ISO 14001 standards. This system provides a structured framework for identifying, monitoring, and controlling environmental impacts across our global operations. Supported by our Environmental, Health, and Safety (EHS) teams, we continuously refine our environmental policies and practices, setting ambitious goals and metrics to drive performance improvements.

Looking ahead, FPI remains steadfast in its commitment to environmental management, leveraging innovative solutions and collaborative partnerships to drive sustainability across our operations and beyond. By integrating robust environmental management practices into our operations and ensuring compliance with international and regional environmental laws and regulations, we aim to uphold environmental standards while minimizing our ecological footprint and promoting a sustainable future for all.

Water Management

Our water management practices encompass water usage, wastewater treatment, and efforts to minimize water consumption and pollution. This includes impacts related to the withdrawal and consumption of water, as well as the quality of water discharged. Key performance indicators (KPIs) for water management include total municipal water consumed, volume of produced water and process wastewater discharged, and concentration of hydrocarbons discharged.

Water Stewardship

FPI consumed total 192,641 cubic meters of surface water, ground water and recycled water for all its operational activities in 2023. Dubai facility purchases recycled water for irrigation purposes. Freshwater is used for wet gridding, drilling and cutting, product testing, landscaping, and sanitation, among other processes.

Our objective is being more efficient in operational freshwater use and effluent management. We review our water impacts, risks, and opportunities, considering availability, quantity and quality of water and any regulatory requirements. This is done every year at all manufacturing sites.

Due to customers' requirements and stringent quality standards, hydraulic testing for our pipes should be done in potable/clean water; therefore, the use of recycled water for production purposes is limited. We are considering and researching the possibility of installing an on-site water recycling plant for our irrigation activities in the future.

12,333 cubic meters of recycled water was used for irrigation in 2023 (6% of the total water consumption).

Waste Management

Waste management is a critical focus area for FPI, reflecting our commitment to minimizing environmental impact and promoting responsible resource use. We prioritize efforts to minimize waste generation, promote recycling and reuse practices, and manage hazardous waste responsibly. This encompasses various waste streams, including drilling waste (muds and cuttings), scale and sludges, and tailings resulting from construction and rehabilitation activities. By tracking the composition of waste generated and the proportion diverted from disposal versus directed to disposal, we gain insights into our waste management practices' effectiveness. This allows us to identify opportunities for improvement and implement strategies to reduce waste generation further. Through proactive waste management initiatives, FPI aims to mitigate environmental risks, protect human health, and contribute to a more sustainable future.

Waste Management, Reduction, and Recycling

FPI prioritizes responsible waste management, employing a mitigation hierarchy to minimize waste generation and maximize recycling and recovery efforts. By closely monitoring waste streams and collaborating with stakeholders, we seek to reduce the environmental impact of our operations while creating economic and social value. We closely monitor all types of waste whether generated at our operational sites or offices to ensure they are properly handled and disposed of.

We apply a mitigation hierarchy and work with contractors, suppliers, and waste receivers to improve waste management practices at our sites. Apart from compliance, we see waste recycling, reuse, and recovery as an opportunity to generate economic, social, and environmental benefits.

Our activities involve handling large volumes of different types of waste, wherein glass fibre materials and contaminated water constitute the largest volumes. FPI focuses on reducing and recycling waste, including plastic, paper, metal, wood, water, electronic waste. Despite challenges, such as limited local recycling options for glass fiber, we remain committed to exploring solutions for reducing and recycling glass fiber waste.

Waste Shredding

For better waste management and associated carbon emission reduction, we deployed waste shredder at our manufacturing site at Kingdom of Saudi Arabia, which will not only shred large pieces of glass fiber waste and fitting products into small granules, but also it would help cutting down the delivery trips along with carbon emissions and waste disposal costs. The savings of this project would be made available during future reports. Our upcoming plans include incorporating shredders and grinders in other factories and further reuse of granulated glass fiber waste in our own production or other industries.

Sustainability and Energy Transition Initiatives

Our R&D center in the Netherlands is spearheading sustainability and energy transition research. Our efforts focus on recycling glass fiber composite materials, a priority area for us. By investigating breakthroughs in material recycling and durability, we aim to reduce waste, lower environmental impact, and pioneer end-of-life solutions for glass fiber waste.

Generated total **16,829 tons of waste**, out of which **1,545 tons** was recycled (9% of the total waste) in 2023.

Target

Increase recycling rate to **12%** in 2024.





People and Culture

Our people are our foundation and we put them first in all we do. It is through the action of people that we will realize our sustainability and business goals. We work to build the relationships and culture needed to enable our people to be productive, satisfied, and dedicated corporate citizens.

Occupational Health and Safety

Occupational health and safety reporting highlights our commitment to providing a safe and healthy work environment for our employees, contractors, and stakeholders. This involves preventing physical and mental harm to workers and promoting their health. Key performance indicators (KPIs) for occupational health and safety include the number of near misses and safety observations reported, the number of training hours and leadership walks, and rate of fatalities and recordable work-related injuries.

2023 - A Year of Transformation

In 2023, FPI embarked on a transformative journey to set the bar high on safety and health, integrating it into our organizational strategy. This pivotal year saw the establishment of a dedicated Global Health, Safety, and Environment (HSE) department, signaling our commitment to fostering a safer and healthier workplace. This department serves as the cornerstone of our efforts to instill a culture of safety and caring across all levels of the organization.

HSE Management System

FPI implements risk assessment procedures, safety standards, and ongoing training programs to manage risks and promote a culture of safety. In field services, where operations often occur in diverse and challenging environments, we ensure that our HSE management system is agile and adaptable.

The scope of our HSE management system encompasses all workers, activities, and workplaces within each FPI business unit. This includes employees across various departments and functions, as well as contractors and visitors in our premises. The activities covered range from day-to-day operations to special projects and maintenance tasks. Our workplaces include office spaces, manufacturing facilities, warehouses, and any other locations where work is conducted. Every effort is made to ensure comprehensive coverage to safeguard health and safety of all individuals involved in our operations. However, certain workers, activities, or workplaces may not fall under the scope of our occupational health and safety management system, such as external contractors operating independently, or specific tasks outsourced to third-party providers with their safety protocols in place. In such cases, while we may not directly oversee these activities, we still collaborate with relevant stakeholders to ensure that health and safety standards are upheld to the best of our ability.



BECOME A CARING SAFETY LEADER!

By exercising your Stop Work Authority (SWA) granted by our CEO, you demonstrate care and safety leadership promising to look after your own safety and the safety of others.

Together, we can improve our FPI Culture of Safety and Caring founded on trust and of visible felt leadership.

#care2lead4safety



Understanding Perceptions - HSE Perception Survey

To gain insight into the perceptions of our workforce regarding health and safety, FPI conducted an extensive HSE perception survey in 2023. This comprehensive exercise involved 2,270 employees and 689 contractors across the globe. The survey served as a gap analysis, identifying areas for improvement and guiding our subsequent actions. By soliciting feedback from employees at all levels, we aimed to foster a culture of open communication and continuous improvement. The survey will be repeated in 2025 to gain an understanding on perception shift after implementing HSE programs.

Formulating a New Vision

The outcomes of the perception survey informed the discussions at our inaugural HSE Leadership Conference in October 2023. This landmark event brought together internal and external experts, country managers and HSE leaders from around the world to collaboratively craft a new vision for health and safety at FPI. The conference emphasized the transition from viewing safety as a priority to embracing it as a fundamental value ingrained in our organizational culture.

Creating a Culture of Safety and Caring

Arising from the HSE Leadership Conference, our new vision is to create a culture of safety and caring founded on trust and visible felt leadership. This vision underscores our commitment to upholding the highest standards of health, safety, and wellbeing for all stakeholders involved in our operations. It serves as a guiding principle for all our HSE initiatives and programs.



FPI hosted its first HSE Conference on October 23-24, 2023

Five Pillars of Success

Our approach to ensuring success in occupational health and safety is founded on five core pillars:

- 1. HSE Leadership:** Strong leadership commitment starts at the top and is critical for fostering a culture of safety and caring.
- 2. Compliance with Local Regulations:** Adherence to local HSE laws and regulations in all our operations is a must.
- 3. Global HSE System:** HSE management system to ensure we deliver consistent results across all business units.
- 4. Global Training and Communication:** Effective training and communication programs are conducted to raise awareness and enhance HSE knowledge among employees.
- 5. Engagement, Recognition, and Rewards:** Engaging employees in all aspects of safety and in all HSE initiatives and recognizing their contribution to safety is key to our success.

These pillars serve as guiding principles, directing our efforts towards continuous improvement and sustainable safety outcomes.

HSE Training and Awareness Programs

Training and awareness programs are essential for equipping our employees with the knowledge and skills to work safely. We offer a wide range of courses on occupational health and safety topics, ensuring that all personnel are trained annually in relevant policies and practices. By investing in employee development, we empower our workforce to proactively identify and mitigate workplace hazards.

Risk Management and Legal Compliance

We prioritize risk management through rigorous assessment procedures and adherence to legal regulations.

Incident reporting and investigation are integral components of maintaining a safe and healthy work environment. Utilizing Vector solutions (Former IndustrySafe), a safety management software provides a platform for reporting incidents promptly.

Once an incident is reported, a thorough investigation ensues, employing Systematic Cause Analysis Techniques (SCAT) to identify root causes. SCAT involves systematically examining factors such as human error, equipment failure, and environmental conditions to uncover underlying causes contributing to the incident. The investigation also includes identifying hazards and assessing risks associated with the incident, utilizing tools such as risk matrices to prioritize corrective actions. Corrective actions are determined following the hierarchy of controls, by eliminating or minimizing risks related to engineering controls, administrative controls, and personal protective equipment, and identifying opportunities for improvements. Lessons learned are captured and disseminated throughout the entire company.



Embracing Innovation: HSE Campaigns and Programs

FPI is committed to innovation in health and safety, evidenced by initiatives such as the **Stop Work Authority Campaign** and **Hand and Finger Injury Prevention Campaign**. These programs aim to raise awareness and promote preventive measures to mitigate workplace hazards. By leveraging technology and creative approaches, we engage employees in safety initiatives and drive meaningful change across the organization.

Looking ahead, FPI is committed to continuous improvement in occupational health and safety. Our future goals include PPE standardization, emphasis on near-miss reporting, and the implementation of comprehensive travel risk management systems. As we set our sights on the future, we remain committed to raising the bar and ensuring the ongoing health, safety, and wellbeing of all those impacted by our operations.

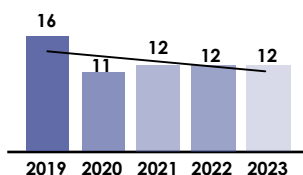


Global HSE Performance (2018-2023)

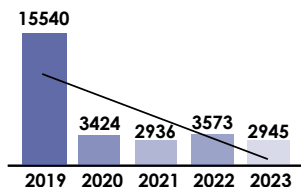
Over the past five years, the key leading indicators of Health, Safety, and Environment (HSE) performance within FPI have exhibited a declining trend. Consequently, in early 2023, the CEO and the Senior Leadership Team made the strategic decision to intensify their commitment to HSE by establishing a distinct function tasked with spearheading the necessary step change in HSE.

Proactive Efforts - Leading Indicators

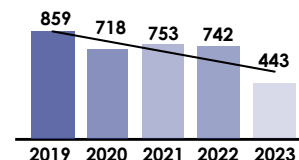
Near Miss Reporting



Safety Observations



Management Inspections



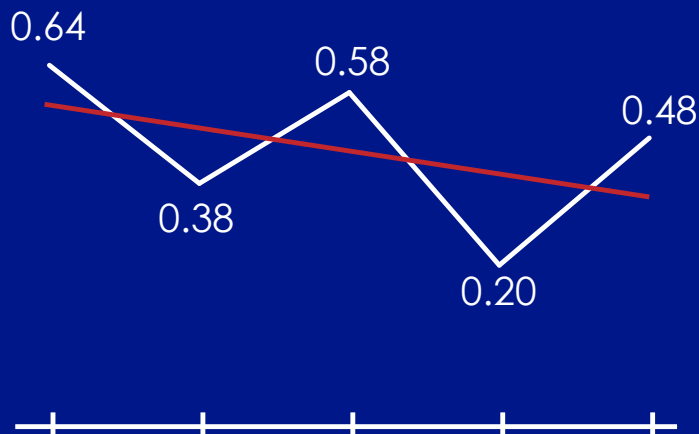
Target

We encourage employees to report unsafe situations and behavior; we are targeting improvement in **Near Miss Reporting** and **Safety Observations** by **10%** in **2024**.

YTD TOTAL RECORDABLE INCIDENT RATE (TRIR)

Although the key leading indicators of Health, Safety, and Environment (HSE) performance within FPI have displayed a downward trajectory, there has been a notable improvement in the Total Recordable Incident Rate (TRIR) for the last 5 years.

With a TRIR of 0.48 this year, FPI's performance surpasses the manufacturing industry average TRIR of 3.1. (Reference: U.S. Bureau of Labor Statistics)



TRIR - a metric that measures the number of work-related injuries (recordables) per 100 full-time workers during a one-year period

$$TRIR = \frac{\text{No. of recordable injuries} \times 200,000}{\text{Total hours worked by all employees}}$$

Target

Our aim is to decrease the TRIR as low as possible and eventually reach **0** Incidents.

Targets and KPIs for 2024

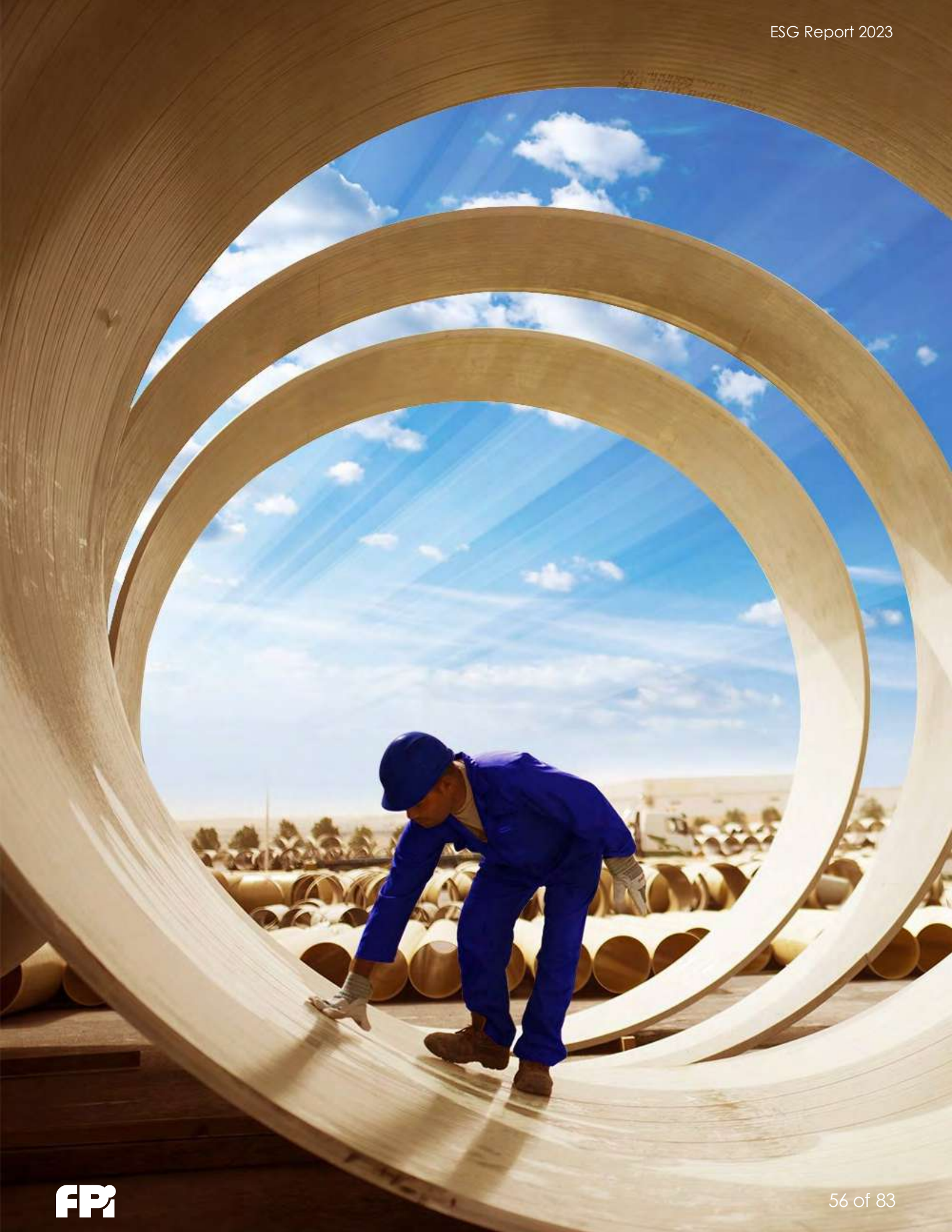


Environmental	Social	Governance
<p>2% reduction in Energy consumption through energy-efficiency and electrification.</p>	<p>44 nationalities in 2024.</p>	<p>Identify potential ESG issues from Speak-Up Platform (Labor relations, Human Rights, Business Ethics) and report the number of cases opened and resolved in 2024.</p>
<p>Replace 1 diesel forklift with electric forklift in each of the locations (Dubai and Abu Dhabi pilot project) in 2024 (Reduction in carbon emissions will be reported).</p>	<p>6% of the employees to be female in 2024.</p>	<p>Develop Grievance mechanisms for Customers and Communities, and report the number in 2025.</p>
<p>15% Renewable energy rate by integrating Solar PV in Dammam and Abu Dhabi facilities.</p>	<p>Female employees in leadership roles increased by 53% in 2023. (Increase % in 2024).</p>	<p>Establish Stakeholder engagement plan with assigned responsibilities, communication channels, methods of engagement.</p>
<p>Establish baseline for GHG accounting, calculate Scope 1 and Scope 2 emissions for 2024, and set the climate trajectory for 2025-2030.</p>	<p>Femme Force plan (The number of activities and impact will be reported).</p>	<p>Integrate Ten Principles of the UN Global Compact into strategy, operations, decision-making ("Communication on Progress" Report to the UNGC in April 2025; Stakeholder surveys).</p>
<p>Shredding and granulating glass fiber waste in Dubai, test reuse of granulated material in our production (Amount of reduced and reused waste will be reported).</p>	<p>3 more Emirati employees in the UAE in 2024.</p>	<p>Standardize and streamline data collection methods, establish accurate baselines for sustainability reporting.</p>
<p>12% recycling rate in 2024.</p>	<p>New Learning and Development manager will develop new training programs (The Number of Training and Development Hours and Spend will be reported in 2024).</p>	<p>Conduct comprehensive materiality assessment which involves FPI's key internal and external stakeholders.</p>

Targets and KPIs for 2024



Environmental	Social	Governance
<p>Develop water management strategy, set KPIs for water consumption reduction, wastewater reuse and effluent treatment (Report water sources by type and regions with high water scarcity in 2024).</p>	<p>1 CSR event per Quarter in 2024. New Employee engagement manager will curate CSR activities. (The # of events, Spend and # of participants will be reported for 2024). Employee satisfaction survey.</p>	<p>Validate Sustainability report 2024 by the third party.</p>
<p>Research and test reuse of fiberglass material (Qualitative and quantitative data will be reported in 2024).</p>	<p>Increase ESG awareness of FPI employees (Survey will be conducted in 2024).</p>	<p>Establish sustainability incentives mechanisms and incorporate ESG criteria into FPI's Award and Recognition System.</p>
<p>Increase in-flow and outflow of circular materials and products (% of circular materials purchased and % of circular materials at end-of-life will be reported in 2025).</p>	<p>Number of Stop Work Authority cards will be reported in 2024.</p>	<p>Engage with existing partners and suppliers in ESG dialogue and set ESG targets to achieve common sustainability goals in Supply Chain.</p>
<p>Conduct EIA and Air Quality assessment in Dubai factory, followed by other factories (reports in 2024).</p>	<p>0.00 Total Recordable Incident Rate (TRIR) – Decrease TRIR rate (lower than 0.4).</p>	<p>Extend our Supplier Code of Conduct to all Vendors, including Sub-contractors.</p>
<p>Zero Environmental spills.</p>	<p>10% improvement in Near-Miss reporting.</p>	<p>ESG assessment of suppliers (Increase % of Suppliers who signed Supplier Code of Conduct to 85%, also 25% of suppliers to be assessed on ESG in Annual Supplier Evaluation).</p>
<p>Eliminate single-use plastic bottles from Corporate offices in 2024.</p>	<p>10% improvement in Safety Observations.</p>	<p>Establish partnership with local suppliers in supply chain operations. (achieve 25 local suppliers with a combined business of 30%).</p>
<p>Integrate Turbine Ventilators in all plants. Research options for filtering or capturing gases and fumes. Research other solutions, such as Evaporative cooling system, Dust collectors to improve working conditions and product quality in our factories.</p>		<p>Conduct Climate-Risk Assessment and develop climate adaptation plans for all entities in the Group.</p>



Employer of Choice

At FPI, our commitment extends beyond pipelines and production; we are dedicated to creating a workplace where every employee feels respected, empowered, and valued. By championing gender equality, engaging in community outreach, and prioritizing employee well-being, we establish ourselves as a premier employer. At FPI, our team members are more than just employees—they are vital contributors to a collective mission aimed at building a brighter, more sustainable future.

Leading the Way as the **Employer of Choice**

FPI is not just about pipelines and production; it is about fostering a workplace culture where every individual feels valued, empowered, and supported.

Through our concerted efforts to promote gender equality, giving back to the community, and prioritize employee well-being, we set standards for excellence as an Employer of Choice. At FPI, our employees are not just part of the workforce; they are integral members of a community united by a shared vision of a brighter, more sustainable future.



Human Rights

At FPI, our commitment to upholding human rights is deeply ingrained in our corporate ethos. We adhere to a robust framework of laws and international standards, ensuring that human rights are respected and protected across all aspects of our operations. FPI aligns its practices with key instruments such as the Universal Declaration of Human Rights (1948), the International Covenant on Civil and Political Rights (1966), and the International Covenant on Economic, Social and Cultural Rights (1966). By integrating these principles into our policies and procedures, we uphold the dignity, equality, and well-being of all individuals, both within our organization and in the communities where we operate.



Labor Rights

Labor rights are a fundamental pillar of FPI's commitment to ethical and responsible business practices. We adhere to internationally recognized labor standards and principles established by the International Labor Organization (ILO) and the UN Global Compact, ensuring that our operations uphold the principles of dignity, fairness, and equality for all workers. These standards, encompassing fundamental conventions such as protection against forced labor and child labor, serve as the cornerstone of our approach to labor rights. Our commitment to upholding ILO standards extends to eradicating child labor and forced labor from our operations and supply chain. Our Code of Conduct and Supplier Code of Conduct represent our governance system for regulating labor practices.

We are dedicated to fostering a workplace culture that respects and upholds the rights and dignity of every employee. This commitment not only enhances well-being and satisfaction of our workforce but also strengthens our reputation as a responsible corporate citizen committed to ethical business conduct.

Each report gets assigned function to investigate and manage (People and Culture, Legal and Audit). 39% of the cases have already been resolved. As an organization committed to the well-being of our employees, we provide comprehensive medical coverage benefits in all regions where we operate, except in Europe, where health care is provided by the government, aligning our benefits to complement local provisions and ensure all employees receive the best possible care. This medical coverage ensures that everyone, regardless of their age, has access to quality medical care, thereby promoting their overall health and well-being.

At FPI, we prioritize creating a work environment where employees can freely associate, voice their concerns (using the Speak-Up Platform) and leave feedback without fear of reprisal or discrimination.

EQUITY, DIVERSITY, and INCLUSION

FPI is committed to fostering a more creative, innovative, and productive work environment by reflecting the diverse communities it serves through programs that promote Diversity, Equity, and Inclusion. We are committed to providing a culture where all our employees are valued and recognized for their unique qualities, ideas and perspectives. Creating a working environment that embraces diversity and inclusion means all employees are supported to reach their full potential.

<p>Speak-up & Code of Conduct Training for All Employees</p>	<p>In 2023, more than 50 hours of training were spent on training employees about the code of Conduct at FPI that emphasizes treating everybody fairly and with respect regardless of status, gender, ethnic background, position titles, etc. These training sessions also remind employees of their right to speak up and the platform within FPI where they can anonymously report if they observe anything that is going against the codes of conduct and the guiding values of FPI.</p>
<p>Stand-Down Meetings</p>	<p>The CEO regularly conducts management roundtable discussions with the management team. In 2024, a stand-down meeting, once every six months will be hosted, where the CEO addresses the manufacturing workforce floor. In this meeting, the CEO will share with the team business updates (progress and outlook), health & safety performance and reminders, and P&C programs that they need to be aware of and be involved in. The stand-down meetings will culminate with giving special awards or recognition to business units and individuals who stand out in certain categories (i.e. Most Efficient, Most Helpful, etc.).</p>
<p>Inclusive Hiring Practices</p>	<p>In 2024, the Talent Acquisition Team will implement recruitment strategies that focus on attracting a diverse candidate pool, including partnerships with organizations that support underrepresented groups, including individuals with disabilities. We are committed to enhance workplace accessibility and inclusiveness for employees with disabilities, including physical adjustments to the workplace and specialized training programs.</p>
<p>Promoting FPI’s Culture</p>	<p>As a commitment to give focus on enhancing employee engagement & FPI culture that embraces diversity, FPI will hire an Experience & Engagement Manager. This specialist will ensure that meaningful engagement programs are implemented effectively across all business units to promote FPI culture that embraces diversity, and to celebrate our diverse cultures within the company, encouraging unity, awareness, appreciation, and respect of differences in cultures and traditions.</p>
<p>Localization Methods</p>	<p>Localization Mandates: Year on year, FPI had been compliant in achieving the required percentage of local employees, particularly in countries that statutorily mandate the hiring of local employees such as in the UAE, KSA, Oman, etc.</p>
<p>“Embrace” Family Assistance Program</p>	<p>“Embrace” Family Assistance program: During the 1st quarter of 2024, we aim to formalize a special family assistance program we plan to call “EMBRACE”. This program is dedicated to supporting our employees navigating unique challenges of caring for children with special needs. We believe that by supporting our employees in their family journey, we contribute to their overall well-being, enabling them to thrive both personally and professionally. At Future Pipe Industries, we recognize the importance of fostering a caring and inclusive workplace, and EMBRACE will be a testament to our commitment to our employees' well-being.</p>

Target

“EMBRACE” program is dedicated to supporting our employees navigating unique challenges of caring for children with special needs.

2022

	Male	Female	Total
Number of Employees (head count/FTE)	2,566	118	2,684
Number of Employee Turnover	391	15	406
Number of New Hires	285	22	307
Number of Entry and Mid-Level Positions	1,923	65	1,988
Number of Senior-Level Positions	197	15	212
Retention Rate			88.49%
Turnover Rate			12.61%

2023

	Male	Female	Total
Number of Employees (head count/FTE)	2,558	127	2,685
Number of Employee Turnover	387	38	425
Number of New Hires	379	47	426
Number of Entry and Mid-Level Positions	2,259	99	2,358
Number of Senior-Level Positions	247	23	270
Retention Rate			88.50%
Turnover Rate			14.08%

EQUAL OPPORTUNITY

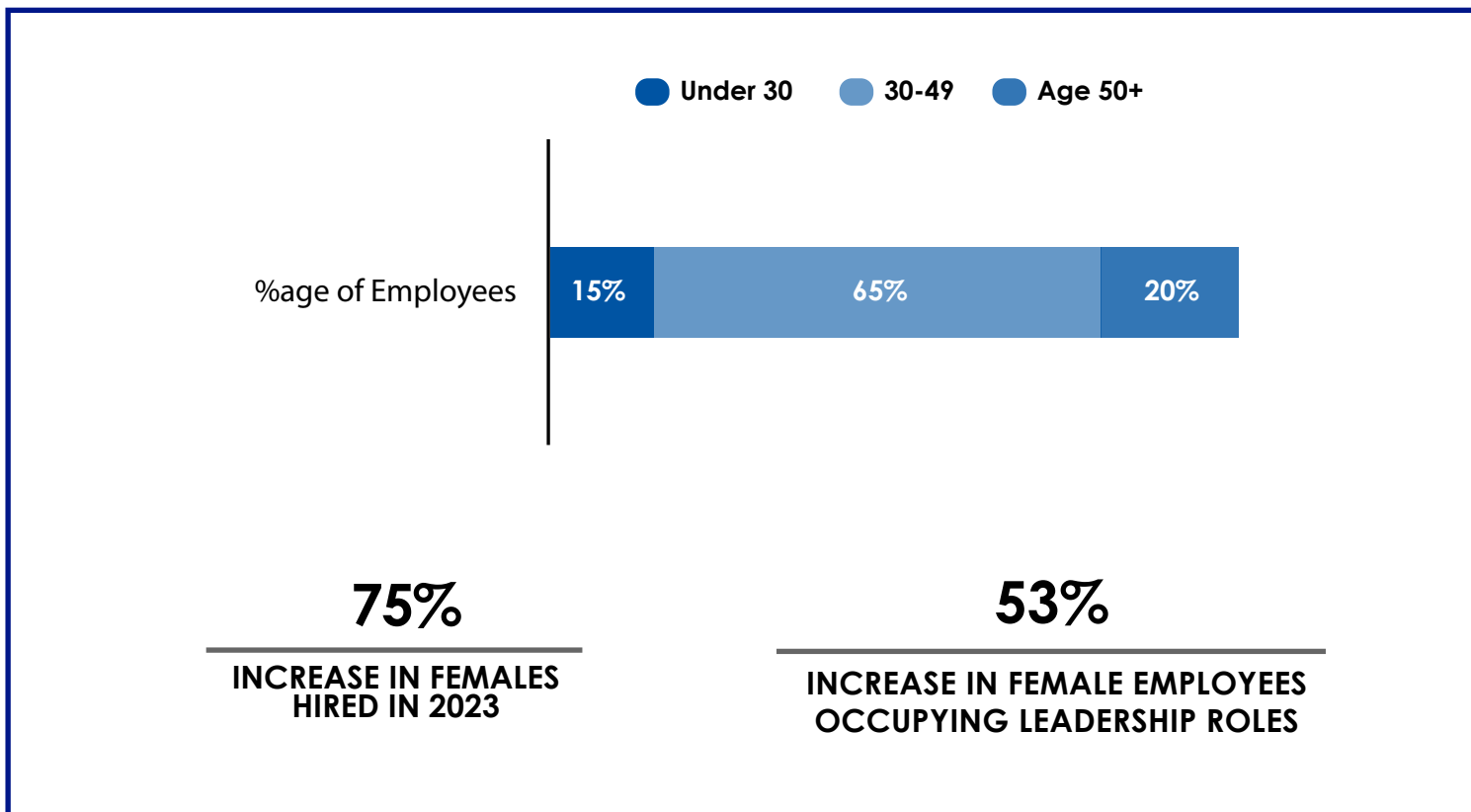
Permanent Employees - 2,628 Temporary Employees - 57	Full-Time Employees - 2,631 Part-Time Employees - 54	Number of Interns - 2
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We recognize the value of diversity and strive to create an environment where individuals from diverse backgrounds, regardless of age, nationality, or any other characteristic, are treated with respect, fairness, and equity. At FPI, we adhere to the principles of equal opportunity in all aspects of our employment practices, including recruitment, remuneration, benefits, and career advancement. Our policies and practices are designed to ensure that all employees, regardless of their age, have equal access to opportunities for professional growth and development. This includes providing competitive and comprehensive remuneration, benefits, and compensation packages that align with market standards while reflecting our commitment to fairness and transparency.

Our workforce composition reflects our commitment to equal opportunity, with employees representing a diverse range of ages and nationalities. This diversity enriches our workplace and contributes to a more vibrant and innovative organizational culture. For example, our workforce comprises 20 percent aged 50 and above, 15 percent under 30, and 65 percent between 30 and 49, demonstrating our commitment to fostering an inclusive environment where employees of all ages can thrive.

We are an equal opportunity provider and in line with our commitment to fair and equal treatment of all applicants and employees, we hire in strict accordance with relevant qualifications, experience, abilities and professional skills. Short listing, interviewing and selection will always be undertaken without regard to gender, sexual orientation, marital status, color, race, nationality, ethnic or national origin, religion or belief.

Due to the nature of our business, over 90% of our workforce are males, because they predominantly work in manufacturing facilities.



Remuneration and Benefits

We understand the importance of providing competitive and comprehensive remuneration, benefits, and compensation packages to attract and retain top talent. Our policy and practices are designed to align with market standards while also reflecting our commitment to fairness, transparency, and employee well-being.

Financial Benefits to Employees

AED 18,562.42

Median Female Compensation

AED 15,736.20

Median Male Compensation

0.848

Non-Financial Benefits to Employees

Life Insurance

Family Medical Insurance

Workmen's Compensation

Group Personal Accident

Parental Leave

Maternity Leave

Annual Leave
(26 Working Days)

Family Air Ticket Benefit



At FPI, we recognize the indispensable role of women in shaping the future of industry and society. Our Women's Day celebrations are not just symbolic gestures; they are meaningful affirmations of our commitment to gender equality and inclusivity. From cake-cutting ceremonies to heartfelt speeches, these events serve as platforms for honoring the contributions of women in our workforce and beyond.

As part of our workforce diversity strategic plans, we aim to increase the percentage of working women in FPI and create an environment where women will feel comfortable during their employment with FPI.

During the 1st quarter of 2024, we plan to formalize FPI Femme Force, a community for FPI women employees that will collaborate in creating programs internally towards promoting wellness, happiness, and other development programs to make women at FPI feel comfortable, valued, empowered, and supported.

Our engagement in external events, such as the Women's Day Breakfast hosted by BSA Law Firm, amplifies our advocacy for gender equality and mental health awareness. By actively participating in these discussions, we reaffirm our stance as champions of diversity, striving to create an environment where everyone has equal opportunities for growth and advancement.



Women's Day celebration at FPI Indonesia



Women's Day celebration at FPI India



Women's Day celebration at FPI Egypt



Women's Day celebration at FPI Qatar



Women's Day celebration at FPI Spain



Women's Day celebration at FPI Spain



Women's Day celebration at FPI Netherlands



Women's Day celebration at FPI USA



A Stronger, Inclusive Future Together



Vice Chairman of FPIG, and President of the Makhzoumi Foundation, Mrs. May Makhzoumi at our 2023 corporate retreat event.

In May, 2023 we had the privilege of hosting our Vice Chairman of FPIG, and President of the Makhzoumi Foundation, Mrs. May Makhzoumi at our 2023 corporate retreat event.

During her session, she tackled the vital role of women in business and the profound mission of "Makhzoumi Foundation", a private, non-profit and non-governmental organization that aims to empower Lebanon's community towards self-sufficient independence and elevate individuals for the betterment of society.

Employee Training And Development

Training and Development programs are essential for enhancing employee skills, boosting morale, and improving productivity. Future Pipe Industries is committed to investing in comprehensive training initiatives that not only align with the organization's strategic goals but also support the personal and professional growth of its employees.

We have recently hired a Training & Development Manager who will be responsible for shaping and steering the company's training and development initiatives across all business units and employee segments globally. This strategic position will be accountable for developing and maintaining comprehensive training programs, assessing their effectiveness, and ensuring alignment with the company's goals and objectives for talent development and succession planning.

Technical Skills Enhancement Program

We will launch a series of workshops and certification courses focusing on the latest technologies and practices in composite pipe manufacturing. This program could also include annual upskilling opportunities.

Soft Skills Development Program

Provide opportunities for employees to attend training workshops focused on developing soft skills like communication, teamwork, and problem-solving, which are critical for a collaborative work environment.

Leadership Development Program

We will establish a tiered development program to cultivate leadership skills among N-1, N-2, and a special focus will be given to the training and development of high-potential employees at various levels, preparing them for future management or leadership roles.

Learning Management System Platforms

Between 2022-2023, around 200 hours were spent in developing internal technical programs that will form part of the LMS platform that will be launched during the 1st half of 2024. The LMS platform will be a channel to provide a structure to planning, monitoring, and recording all continuous learning opportunities that will be rolled out in the organization.

Global Exchange Program

Between 2025-2026, L&D will create policies, mechanisms, and opportunities for employees to work in different company locations around the world for short periods. This would facilitate the sharing of best practices, encourage cultural exchange, and broaden employees' perspectives on global operations. This program will also contribute to increasing our cross-locations or cross-functions talent pool of successors.



Promoting **WELL-BEING** and **SAFETY**

FPI prioritizes physical, mental and emotional well-being of its employees through initiatives like Breast Cancer Awareness events and wellness challenges, online awareness sessions in partnership physical health professionals. Our Pink October celebration serves as a platform for education, awareness, and support, offering employees access to health screenings and informative sessions led by healthcare professionals.



Pink October event in Dubai, UAE



Medical camp in the UAE, Oman, Qatar, and India



Medical check-up and flu vaccination in the UAE, Qatar and Oman



Badminton tournament in the UAE

Moreover, our **30-Day Steps Challenge**, conducted in Dubai in partnership with Fitze, encourages employees to embrace a healthier lifestyle through daily step tracking and participation in a rewarding fitness challenge. By prioritizing employee wellness, FPI demonstrates its unwavering commitment to creating a supportive and thriving workplace environment where individuals can flourish and reach their full potential.

Additionally, our comprehensive approach to employee wellness includes insurance webinars, the launch of the Stop Work Authority card, and sports tournaments, fostering a culture of physical fitness and camaraderie among our workforce.



Giving back to the Community

FPI's social responsibility extends to initiatives aimed at alleviating hunger and promoting holistic health. Our Ramadan campaign to collect food exemplifies our dedication to giving back to our communities and making a positive impact on society.



Ramadan charity campaign in Morocco



Ramadan Charity campaign in the UAE



Ramadan distribution of food packages to the community residents around the factory in Indonesia, and Eid Adha gifts to residents around the factory area.



Basketball tournament in the UAE





Our Products

At FPI, we pioneer the future of piping systems with a focus on sustainability and efficiency. Our commitment to excellence began in 1984 in Dubai, UAE, and since then, we have transformed into a global front-runner in composite piping solutions. Celebrating four decades of innovation, we cater to diverse sectors, including Oil & Gas, Water, Industrial, and Marine & Offshore industries, consistently expanding our reach and capabilities.



FPI Products - Revolutionizing Piping Solutions

FPI's commitment to sustainability is a defining characteristic of our product portfolio. We believe that sustainable business practices not only benefit the environment but also enhance overall product value and customer satisfaction. Our offerings reflect this ethos, crafted to minimize environmental impact while maximizing efficiency and performance. The development and refinement of our products are guided by this principle, ensuring that sustainability is not just an added feature but the foundation upon which our products and services are built.

FPI offers a diverse range of RTR (reinforced thermoset resin) and RTP (Reinforced Thermo-Plastic) composite pipes renowned for their durability, efficiency, long-term value and lower carbon footprint, resulting from their light weight compared to other alternatives. At FPI, we remain committed to providing cutting-edge products that redefine industry standards and deliver low-carbon solutions for our customers' needs.





Key Benefits

Our composite pipes offer exceptional durability while remaining lightweight, resulting in lower transportation and installation costs compared to other alternatives. With superior hydraulic performance, our pipes significantly reduce operating costs, making them a cost-effective solution for various applications. In addition to the light weight of our pipes, their smooth interior surface reduces energy consumption during fluid circulation, resulting in carbon emission reduction downstream. Boasting increased durability, our composite pipes offer an extended system life cycle, surpassing other alternative materials and providing economical solutions that can last over 50 years. Our pipes accommodate a variety of assembly options and complex configurations due to their versatility, capacity to withstand high pressures, temperatures, and loads, as well as intense chemical resistance parameters. Composites offer excellent resistance against corrosive environments, including soils, saltwater, H₂S, and chemicals, ensuring long-term reliability and performance.

FPI's Composite Pipes



Glass Reinforced Polyester (GRP) - FIBERSTRONG

Versatile and cost-effective, GRP pipes offer a balanced combination of strength, weight, and corrosion resistance, making them suitable for various applications.

Glass Reinforced Vinylester (GRV) - FIBERBOND

Known for their superior chemical resistance, GRV pipes excel in environments challenged by harsh chemicals.

Glass Reinforced Epoxy (GRE) - FLOWSTRONG, WAVISTRONG, DOWNSTRONG

GRE pipes stand out among composite options, offering unparalleled strength and chemical resistance for demanding and high temperature applications.

FPI's ground-breaking "Wavistrong Green" product line represents the epitome of innovation and sustainability in the energy sector. Engineered with meticulous precision, each variant of Wavistrong Green is tailored to maximize the benefits of the Hydrogen Economy and industrial decarbonisation. From addressing specific application challenges to optimizing environmental performance, Wavistrong Green exemplifies FPI's dedication to pushing the boundaries of technological innovation while advancing environmental sustainability.



A Spectrum of Solutions Tailored To Meet the Industrial Demands

At FPI, our dedication to innovation and excellence drives us to develop advanced solutions that address the complex needs of today's industries. We understand that each sector presents unique challenges, and we are committed to providing customized products that enhance efficiency, durability, and sustainability. Our state-of-the-art technologies and materials are designed to deliver unparalleled performance, ensuring that our clients can rely on us for their most demanding applications.

Reinforced Thermo-Plastic (RTP) - FLEXSTRONG™

Spoolable, light, and corrosion-resistant pipes, suitable for various applications in the Oil & Gas and Water industries. FLEXSTRONG™ is flexible and is spooled onto reels, making it easy and efficient to transport. Reels hold continuous lengths of up to 1000m of pipe, allowing fast installation and reducing costs by up to a third.

Our products provide superior durability, lightweight design, cost-effectiveness, long life cycles, and excellent corrosion resistance. With innovations like FLEXSTRONG™, FPI continues to push the boundaries of pipe technology, offering efficient and low-carbon solutions for the future.



Certifications and Technical Accreditations

 <p>AGRO-HYD GROUP</p> <p>Certificate of Conformity</p>	 <p>American Bureau of Shipping (ABS)</p> <ol style="list-style-type: none"> 1. Product certification (Design Assessment) 2. Product Type Approval 3. Certificate of Manufacturing Assessment 	 <p>American Petroleum Institute (API)</p> <ol style="list-style-type: none"> 1. Certificate of Registration 2. Certificate of Authority 3. QMS Certification of Registration 4. APIQR Certificate of Registration 	 <p>Belgaqua</p> <ol style="list-style-type: none"> 1. Material Approval 2. Product Certificate 	 <p>Bureau de normalisation du Québec (BNQ)</p> <p>BNQ Certificate</p>
 <p>British International Standard</p> <p>BSI Kitemark</p>	 <p>Bureau Veritas</p> <ol style="list-style-type: none"> 1. BV Approval Certificate 2. QMS Certification 3. Recognition Certificate 	 <p>CSTB</p> <p>Product Certificate</p>	 <p>DNV Business Assurance</p> <ol style="list-style-type: none"> 1. Attestation of Conformity 2. DNV Business Assurance, Australia Product Conformity Certificate 	 <p>DNV GL (Det Norske Veritas and Germanischer Lloyd)</p> <p>Approval Certificate</p>
 <p>Emirates Authority for Standardization & Metrology (ESMA)</p> <p>Certificate of Conformity</p>	 <p>Environment and Forestry Directorate (Scotland)</p> <p>Product Approval</p>	 <p>Factory Mutual</p> <p>Approval Certificate</p>	 <p>Gestioni Analisi Indagini Ambient (GAIA)</p> <p>Test Report</p>	 <p>Kazakhstan's Industrial security ministry</p> <p>Resolution (permit)</p>
 <p>Kiwa Nederland B.V</p> <p>Product Certificate</p>	 <p>Korean Register Of Shipping, Busan, Korea (KR)</p> <p>Approval Certificate</p>	 <p>Lloyds Register</p> <ol style="list-style-type: none"> 1. Approval Certificate 2. LR EMEA Approval Certificate 	 <p>LRQA Nederland B.V</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 certification 2. ISO 14001:2015 certification 	 <p>Ministry of Interior Directorate General of Dubai Civil Defence Preventive Safety Dept.</p> <p>Manufacturer's License</p>

Certifications and Technical Accreditations

 <p>National Institute of Public Health (INSP)</p> <p>INSP Sanitary Advice</p>	 <p>National Organization for Portable Water and Sanitary Drainage</p> <p>License</p>	 <p>Nippon Kaiji Kyokai</p> <p>Certificate of Approval</p>	 <p>NSF International</p> <p>NSF/ANSI Certification of Recognition</p>	 <p>RINA</p> <p>Approval Certificate</p>
 <p>Russian Maritime Register of Shipping (RMRS)</p> <p>Approval Certificate</p>	 <p>Saudi Standards, Metrology and Quality Org (SASO)</p> <p>License</p>	 <p>SGS United Kingdom Ltd</p> <p>Quality Management System Certification</p>	 <p>SIRIM QAS International SDN. BHD.</p> <p>Product Certification Licence</p>	 <p>SPAN</p> <p>SPAN Registration</p>
 <p>TUV Nord</p> <ol style="list-style-type: none"> Environment Management System Certification Health and Safety Management System Certification 	 <p>TUV SUD Middle East LLC (TUV SUD)</p> <p>Technical Assessment Certificate</p>	 <p>Underwriters Laboratories Inc.)</p> <p>Product Certificate</p>	 <p>United States Coast Guard (USCG)</p> <p>USCG Approval</p>	 <p>U.S. Department of Homeland Security</p> <p>Certificate of Approval</p>
 <p>Water Services Association of Australia (WSAA)</p> <p>Product Appraisal Certificate</p>	 <p>WRAS (Water regulation advisory scheme)</p> <p>Product Certificate</p>	 <p>ISO Council</p> <ol style="list-style-type: none"> EMS – ISO 14001 Standard QMS – ISO 9001 Standard 	 <p>BSI</p> <p>OHSAS 18001 Standard</p>	 <p>QMS Global Corp.</p> <p>Commitment</p>

GRI INDEX

Statement of Use

FPI has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.

GRI 1 Used

GRI 1: Foundation 2021

GRI Standard	Standard Title	Disclosure Number	Disclosure Title	Response
GRI 2	General Disclosures	2-1	Organizational details	Legal Name: Future Pipe Industries Group Limited HQ Address: Dubai Industrial City, P.O. Box 1371, Dubai, United Arab Emirates Pages 6-9
		2-2	Entities included in the organization's sustainability reporting	Future Pipe Industries Limited
		2-3	Reporting period, frequency and contact point	Reporting period: 1 January, 2023 to 31 December, 2023 ESG Report publication: 30 June, 2024 Contact: Tatyana Anashkina, Head of Sustainability Strategy and Corporate Planning Email: t.anashkina@futurepipe.com
		2-4	Restatements of information	None
		2-5	External assurance	None
		2-6	Activities, value chain and other business relationships	Sectors: Oil and Gas, Industrial, Infrastructure, Water and Marine & Offshore Pages 6-9, 35-39, and 72-73 Refer to official website
		2-7	Employees	Page 62-63
		2-8	Workers who are not employees	Page 63
		2-9	Governance structure and composition	Pages 16-21
		2-10	Nomination and selection of the highest governance body	Pages 16-21
		2-11	Chair of the highest governance body	Pages 16-21
		2-12	Role of the highest governance body in overseeing the management of impacts	Pages 16-21
		2-13	Delegation of responsibility for managing impacts	Pages 16-21
		2-14	Role of the highest governance body in sustainability reporting	Pages 16-21
		2-15	Conflicts of interest	Page 18

GRI Standard	Standard Title	Disclosure Number	Disclosure Title	Response
		2-16	Communication of critical concerns	Pages 32 and 59-60
		2-17	Collective knowledge of the highest governance body	Pages 16-21
		2-18	Evaluation of the performance of the highest governance body	Pages 16-21
		2-19	Remuneration policies	Page 18
		2-20	Process to determine remuneration	Page 18
		2-21	Annual total compensation ratio	Page 18
		2-22	Statement on sustainable development strategy	Pages 4-5
		2-23	Policy commitments	Pages 28-55 and 58-59
		2-24	Embedding policy commitments	Pages 20-21, 28-55, and 58-60
		2-25	Processes to remediate negative impacts	Pages 20-21, 28-53, and 58-60
		2-26	Mechanisms for seeking advice and raising concerns	Pages 32-37, 59-60
		2-27	Compliance with laws and regulations	Pages 40-41, 47, and 78-79
		2-28	Membership associations	Pages 30 and 36-37
		2-29	Approach to stakeholder engagement	Pages 28-31
		2-30	Collective bargaining agreements	Legal prohibitions as per the regulations in the UAE
GRI 3	Material Topics	3-1	Processes to determine material topics	Pages 22-53
		3-2	List of material topics	Page 25
		3-3	Management of material topics	Pages 22-53 and 58-60
GRI 205	Anti-corruption	205-1	Operations assessed for risks related to corruption	Page 33
		205-2	Communication and training about anti-corruption policies and procedures	Page 33
		205-3	Confirmed incidents of corruption and actions taken	None
GRI 206	Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 34
GRI 302	Energy	302-1	Energy consumption within the organization	Pages 42-45
		302-2	Energy consumption outside of the organization	Pages 42-45
		302-3	Energy intensity	Pages 42-45
		302-4	Reduction of energy consumption	Pages 42-45

GRI Standard	Standard Title	Disclosure Number	Disclosure Title	Response
		302-5	Reductions in energy requirements of products and services	Pages 42-45 and 74-77
GRI 303	Water and Effluents	303-1	Interactions with water as a shared resource	Page 47
		303-2	Management of water discharge related impacts	Page 47
		303-3	Water withdrawal	Page 47
		303-4	Water discharge	Page 47
		303-5	Water consumption	Page 47
GRI 305	Emissions	305-1	Direct (Scope 1) GHG emissions	Information Unavailable - Page 46
		305-2	Energy indirect (Scope 2) GHG emissions	Information Unavailable - Page 46
		305-3	Other indirect (Scope 3) GHG emissions	Information Unavailable - Page 46
		305-4	GHG emissions intensity	Information Unavailable - Page 46
		305-5	Reduction of GHG emissions	Information Unavailable - Page 46
		305-6	Emissions of ozone-depleting substances (ODS)	Information Unavailable - Page 46
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information Unavailable - Page 46
GRI 306	Waste	306-1	Waste generation and significant waste-related impacts	Page 48
		306-2	Management of significant waste-related impacts	Page 48
		306-3	Waste generated	Page 48
		306-4	Waste diverted from disposal	Page 48
		306-5	Waste directed to disposal	Page 48
GRI 308	Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	Page 35
		308-2	Negative environmental impacts in the supply chain and actions taken	Pages 35-36
GRI 401	Employment	401-1	New employee hires and employee turnover	Page 62
		401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	Page 64
		401-3	Parental leave	Confidentiality constraint
GRI 403	Occupational health and safety	403-1	Occupational health and safety management system	Pages 25 and 50
		403-2	Hazard identification, risk assessment, and incident investigation	Pages 25 and 51-53
		403-3	Occupational health services	Pages 50-53

GRI Standard	Standard Title	Disclosure Number	Disclosure Title	Response
		403-4	Worker participation, consultation, and communication on occupational health and safety	Pages 31 and 50-53
		403-5	Worker training on occupational health and safety	Pages 50-53, 60, and 68-69
		403-6	Promotion of worker health	Pages 31, 50-53, and 70
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 50-53
		403-8	Workers covered by an occupational health and safety management system	Pages 50-53
		403-9	Work-related injuries	Pages 50-51
		403-10	Work-related ill health	Pages 50-51
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