ESG Comprehensive Report

Assem

Report Period: July 01, 2025 - July 31, 2025

Executive Summary

This comprehensive ESG report provides an overview of Assem's environmental, social, and governance performance for the reporting period. With an overall ESG score of 75.0%, Assem demonstrates strong commitment to sustainable business practices. Key highlights include significant improvements in environmental performance, strong employee satisfaction metrics, and robust governance structures. The company continues to make progress toward its sustainability goals while maintaining operational excellence.

ESG Performance Overview

Category	Score	Industry Average	Top Quartile	Performance
Environmental	72%	68%	82%	Above Average
Social	78%	74%	87%	Above Average
Governance	75%	71%	83%	Above Average
Overall ESG	75%	71%	85%	Above Average

Key Achievements

- 8.5% reduction in energy consumption compared to previous year
- Employee satisfaction score above 80% benchmark
- Zero compliance violations maintained throughout reporting period
- Implementation of comprehensive waste reduction program
- Achievement of Green Key certification milestone
- Launch of employee wellness and diversity initiatives

Priority Recommendations

1. [HIGH] **Increase Renewable Energy Adoption**
Transition to 100% renewable energy sources to achieve net-zero goals
Expected Impact: Reduce Scope 2 emissions by 40% | *Timeline:* 6-12 months

2. [MEDIUM] **Enhance Diversity and Inclusion Programs**
Implement targeted recruitment and development programs
Expected Impact: Improve social score by 15% | *Timeline:* 3-6 months

3. [MEDIUM] **Improve Board Gender Diversity**
Increase female representation on board of directors
Expected Impact: Enhance governance structure and decision-making | *Timeline:* 6-12 months

Data Quality & Completeness

Overall data completeness: **68%**
Environmental data: 85% | Social data: 72% | Governance data: 48%
Evidence documentation: 42%
Data quality score: **78%**

Compliance Status

Currently compliant with 1 out of 3 assessed frameworks. Key compliance areas include: ■ Dubai Sustainable Tourism: 87.0% ■■ Green Key Certification: 73.0% ■ UAE Federal Climate Law: 68.0%