

# Crafted with Transparency

ESG REPORT 2026

DIMEXON

FUTURE PERFECT

# CONTENTS


| | |
|---|---|
| **INTRODUCTION** | **3** |
| Directors' message | 3 |
| *Crafted with Transparency* | 4 |
| About the report | 5 |
| Our company | 6 |
| Materiality | 9 |
| Stakeholder engagement | 12 |
| ESG strategy | 15 |
| **ENVIRONMENTAL SYNERGY** | **18** |
| Climate strategy and resilience | 19 |
| Waste and circular resource management | 25 |
| Packaging | 28 |
| Water and wastewater | 29 |
| Biodiversity | 31 |
| **PRODUCT INTEGRITY** | **37** |
| Transparency and traceability | 38 |
| Responsible sourcing | 44 |
| Product Integrity | 47 |
| **SOCIAL STEWARDSHIP** | **49** |
| Talent attraction and retention | 50 |
| Diversity and inclusion | 54 |
| Health, safety and employee wellbeing | 57 |
| Labour management | 61 |
| Workers in the value chain | 62 |
| Human rights | 63 |
| Customer centricity | 64 |
| Impact on communities | 65 |
| **RESPONSIBLE BUSINESS CONDUCT** | **66** |
| Board of directors | 66 |
| Business conduct | 70 |
| Data privacy and security | 72 |
| Innovation, research and development, and adoption of new technologies | 75 |
| Due diligence and compliance | 76 |
| **ANNEXURES** | **77** |
| Glossary | 77 |
| GRI index | 78 |
| ESRS Index | 83 |
| Responsible Jewellery Council (RJC) Index | 87 |

# A LONG-TERM VISION FOR RESPONSIBLE GROWTH

*As Dimexon approaches 60 years in business, we continue to strengthen our foundations through purpose-led progress, operational excellence and long-term partnerships built on trust.*

In 2025, Dimexon cut absolute Scope 1 and 2 emissions by 50% against our 2019 baseline and submitted near-term and net zero targets to the SBTi. As we approach 60 years in diamonds and 50 years as a De Beers Group Sightholder, these results reflect how performance and responsibility now move together across everything we do.

In an industry defined by traceability, transparency and trust, we see evolving regulations and supply chain expectations not as compliance burdens, but as opportunities to strengthen accountability, resilience and long-term stakeholder confidence.

## Integrity that defines our diamonds

Product Integrity remains one of Dimexon's strongest differentiators. In 2025, we strengthened transparency with key customers through ᔓFᔓiTRACE, our proprietary traceability reporting system, sharing origin insights and key ESG indicators – including gender equality, Zero Waste to Landfill status, and Scope 1 and 2 emissions – for the melee diamonds we supply. Built on our SAP backbone and complemented by our new Salesforce-powered CRM platform, these systems provide auditable, system-verified traceability from origin through to assurance, reinforcing end-to-end supply chain accountability.

## Advancing climate and environmental stewardship

Our environmental priorities – energy, emissions, waste and water – are addressed through targeted initiatives that support long-term resource efficiency and resilience. We have aligned our climate strategy with the Science Based Targets initiative, submitting both near-term and net-zero targets under the SBTi Corporate Net-Zero Standard across Scope 1, 2 and relevant Scope 3 emissions. We also progressed our Nature Strategy and Roadmap, building on the biodiversity assessment conducted as part of our Watch & Jewellery Initiative 2030 commitment.

## Empowering people, strengthening communities

Our people remain central to responsible growth. In 2025, our Coimbatore facility onboarded 250 undergraduate trainees, delivering approximately 18,000 training days. Our maiden employee engagement survey achieved a 96% response rate, generating insights now guiding initiatives across career visibility, recognition and collaboration. Diversity, inclusion and workplace dignity are embedded throughout our policies and employment frameworks, covering gender equality, disability inclusion, and prevention of harassment. Beyond our workforce, community initiatives focused on education, healthcare and women's empowerment continue to support long-term social mobility in the regions where we operate.

## Setting the standard for responsible business

Strong governance underpins our long-term credibility. During the year, we formalised a CXO-led governance structure, strengthening executive accountability and strategic coordination. Our commitment to responsible sourcing was reaffirmed through the successful three years RJC recertification, our continued De Beers Group Sightholder status, and our membership of the World Diamond Council since the inception of the Kimberley Process in 2003.

## Positioning for the future

Responsibility continues to guide every decision at Dimexon. As we pursue our growth ambitions and expand into key markets, we remain focused on advancing sustainable luxury through carbon reduction, technology-enabled provenance and stronger traceability across the value chain. We thank our stakeholders for their continued trust as we build a more responsible and resilient future for our industry.

RAJIV MEHTA AND VISHAL MEHTA, DIMEXON

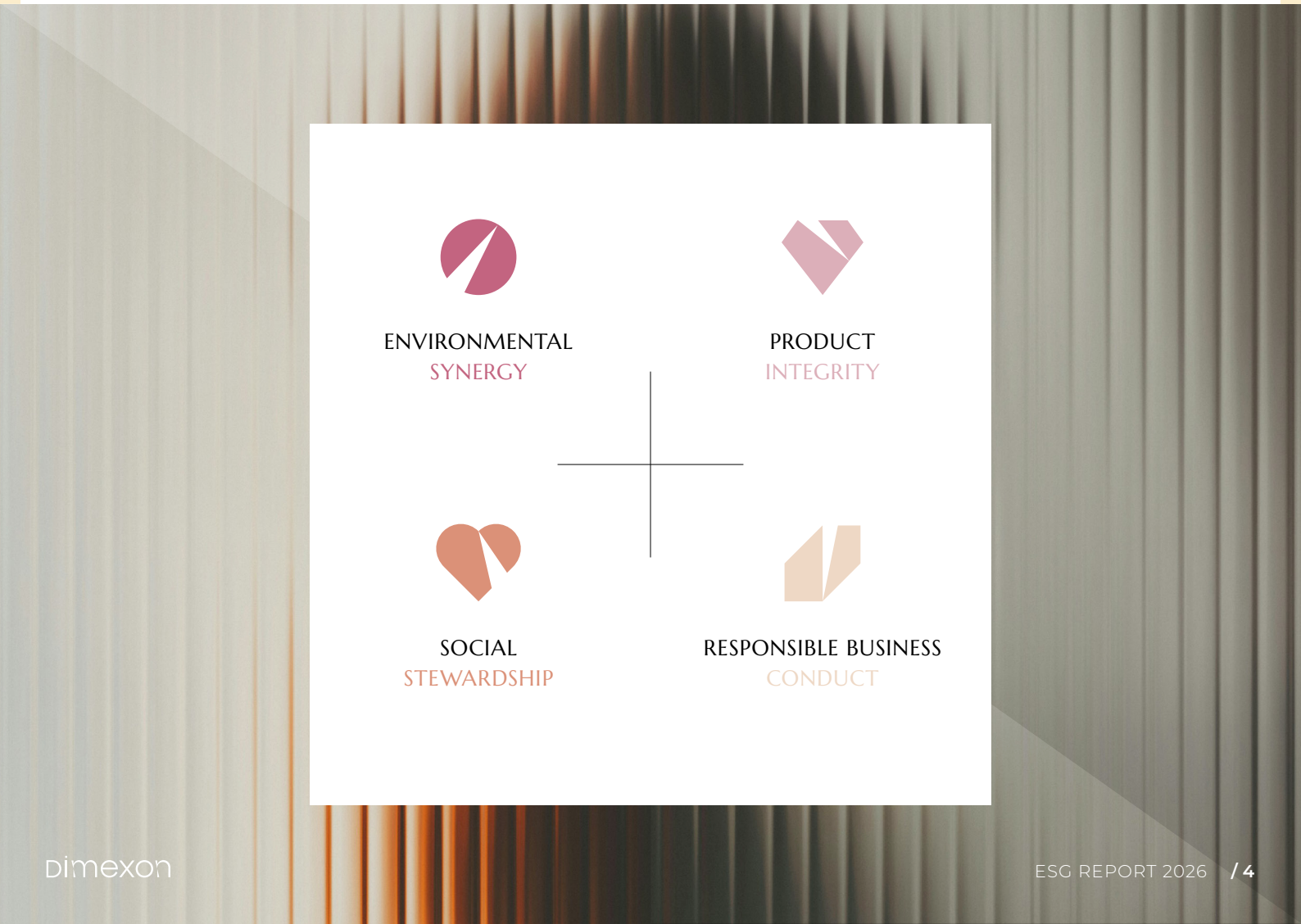


# CRAFTED WITH TRANSPARENCY

*The theme of this report reflects our commitment to ethical practices, rigorous ESG standards and clear reporting — giving our clients confidence in our diamonds' provenance and our integrity.*

*Crafted with Transparency* captures how expertise, ethics and traceability define our approach and our promise: excellence that is visible, accountable and enduring. In 2025, we strengthened this transparency through INFINITRACE, our in-house traceability label, and our Salesforce-powered CRM platform, enhancing client engagement and operational visibility.

Dimexon's fifth ESG Report builds on previous years' progress, reflecting how sustainability is increasingly embedded into our strategy, governance and day-to-day operations. Guided by our four pillars — Environmental Synergy, Product Integrity, Social Stewardship and Responsible Business Conduct — we translate our heritage of trust and craftsmanship into measurable progress across our value chain.



# HOW TO READ THE REPORT

*This year, we have enhanced our sustainability disclosures by integrating Impacts, Risks and Opportunities (IROs) across all material topics presented under the ESG pillars. Each material topic includes the relevant IROs to help readers better understand the areas in which Dimexon creates impact, manages risk and identifies opportunities for positive change.*

**To make the report easier to navigate, we use the following visual indicators throughout the document:**

A **Actual Impact:** Indicates an impact that is currently occurring as a result of our operations or activities.

P **Potential Impact:** Indicates an impact that could occur in the future depending on how our activities evolve or expand.

! **Risk:** Highlights any potential risks that could affect our operations, value chain, stakeholders or the environment if not appropriately managed.

\+ **Opportunity:** Identifies opportunities where we can create positive environmental or social outcomes while strengthening long-term business resilience.

- **Reporting period:** January 1 – December 31, 2025.
- **Reporting scope:** Dimexon Antwerp NV (Belgium)[1] · Marketing & Strategy (Paris) · Dimexon M.E. FZCO (Dubai) · Dimexon Diamonds Ltd. (India) — Corporate Office, Operations Centre, Sales & Procurement Office, Centre of Excellence (Mumbai); Manufacturing CoE (Coimbatore); [2]Outsource Manufacturing (Surat) · Dimexon (Hong Kong) Ltd.
- **Reporting standards:** ESRS/CSRD · GRI Standards · NGRBC · RJC · WDC · Watch & Jewellery Initiative 2030 · UN SDGs. We are also proud signatories of the UN Women's Empowerment Principles (UN WEPs).
- **Materiality:** Our first double materiality assessment (DMA), conducted in the previous cycle and aligned with CSRD/ESRS, identified 19 material topics that continue to inform our strategy and disclosures.
- **Management assurance:** Dimexon's leadership affirms this report provides an unbiased and transparent reflection of our ESG performance.
- **Restatements:** Following a review of the completeness of our environment data, we refined our calculation methodology and restated the corresponding data for the previous year. Additional controls have also been introduced to strengthen the accuracy and reliability of our sustainability reporting.
- **Feedback:** esg@dimexon.com
- **Forward-looking statements:** This report includes forward-looking statements based on current expectations. Actual outcomes may differ due to regulatory, market or operational developments.

*Notes: [1]As of January 1, 2026, SDTC BV, previously operating as a separate legal entity, has been integrated into Dimexon Antwerp NV in Antwerp, Belgium. [2]Prior to November 1, 2025, this unit operated as "Outsource Manufacturing Operations, Ahmedabad, Gujarat." Effective November 1, 2025, the Ahmedabad operation was dissolved and the "Outsource Manufacturing Operations, Surat, Gujarat" was established. Following this structural change, the functions previously carried out in Ahmedabad were redistributed between the Coimbatore and Surat facilities.*

# DIMEXON: CRAFTING A MORE TRANSPARENT DIAMOND NARRATIVE

*For 60 years, Dimexon has built its reputation on the belief that craftsmanship transparency and responsible sourcing must evolve together.*

As a family-run, globally trusted supplier of ethically sourced natural diamonds, headquartered in Mumbai, we combine deep industry expertise with structured governance, advanced traceability systems and a fully integrated leadership team that enable accountability, agility and long-term resilience.

## OUR VISION

To be the leading integrated diamond company in the world

- INTEGRITY FIRST
- CREATORS OF CONFIDENCE
- SHAPING GROWTH
- PIONEERING

## What makes us different

Three things set us apart: early traceability leadership, now scaled through auditable digital systems; six decades of governance and ethical sourcing; and sustained carbon reduction built into how we operate.

Our digital maturity, including the rollout of advanced CRM and integrated enterprise systems, strengthens data quality, improves traceability, deepens customer engagement and enhances operational coordination across sites, enabling us to respond quickly to evolving customer and sustainability expectations.

Our purpose is rooted in sustainability; not as an afterthought, but as a core business principle that supports long-term resilience and creates value for our customers, communities and partners.

Beyond technology, we are defined by a long-standing commitment to ethical practices, reinforced through strong governance and accountability mechanisms that have guided us for six decades. This combination of traceability leadership, strategic use of technology, sustained carbon reduction initiatives and a customer-centric operational ethos supports differentiated value creation.

In an industry navigating heightened expectations around environmental stewardship and ethical conduct, we are scaling our efforts to address these challenges and contribute to meaningful solutions. We are deepening insight into sourcing practices and reducing carbon emissions, empowering our people and strengthening collaborations across the value chain.

## Advancing with purpose

This year marks a period of meaningful progress for Dimexon, as we strengthened our sustainability foundations while advancing key performance indicators and strategic priorities.

We achieved a 50% reduction in absolute Scope 1 and Scope 2 emissions compared to our 2019 baseline, reflecting the impact of targeted decarbonisation initiatives across our operations. At the same time, we strengthened product transparency through the launch of ᑎᖴᑎiTRACE, our proprietary traceability programme designed to enhance visibility into diamond provenance and ESG performance.

Our commitment to people continues to remain central to our approach. Women represent 78.7% of our workforce, reinforcing an inclusive and diverse workplace, while 7,183 hours of training delivered during the year – an increase of 78% compared to CY2024 – reflects our focus on building skills and strengthening organisational capability.

As we look ahead, our ambition is clear: to lead the evolution of responsible luxury, deepen our positive impact and help shape a more conscious future for the diamond industry.

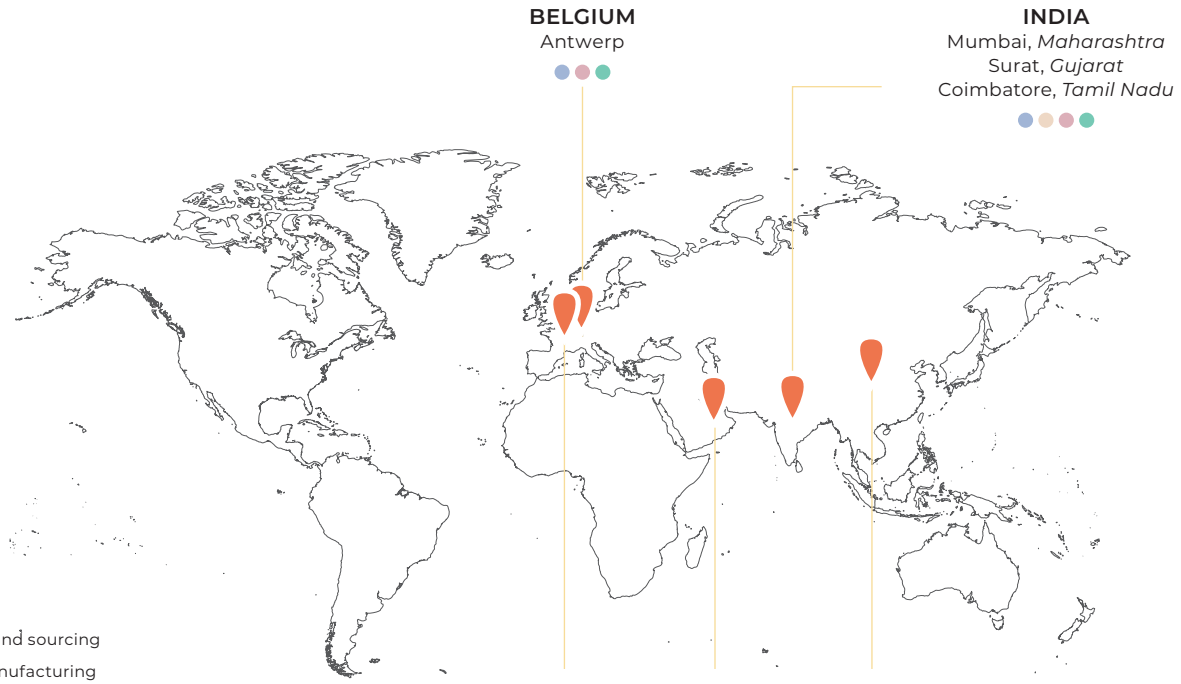
# GROUP STRUCTURE

**DIMEXON LIMITED**
(Hong Kong, 2005)
Holding Company

- **DIMEXON Antwerp N.V.** (Belgium, 2005)
  - **SDTC BV** (Belgium, 2000 Acquired in 2022)
- **DIMEXON M.E. FZCO** (United Arab Emirates, 2005)
- **DIMEXON Diamonds Ltd** (India, 1995)
  - **DIMEXON Jewellery Creations Pvt. Ltd** (India, 2011)
  - **DIMEXON Integrated Business Services Pvt. Ltd** (India, 2012)

*Note: Group structure valid as of December 31, 2025.*
*Dimexon Diamonds Limited was a partnership firm established in 1966 and then converted into Limited company in 1995.*

# OUR GLOBAL PRESENCE




*Note: As on December 31, 2025*

# OUR VALUE CHAIN

Dimexon operates across the natural diamond value chain, from the sourcing of rough diamonds to manufacturing and global distribution. Our approach is anchored in responsible sourcing, operational excellence and integrity, ensuring transparency and accountability at every stage.

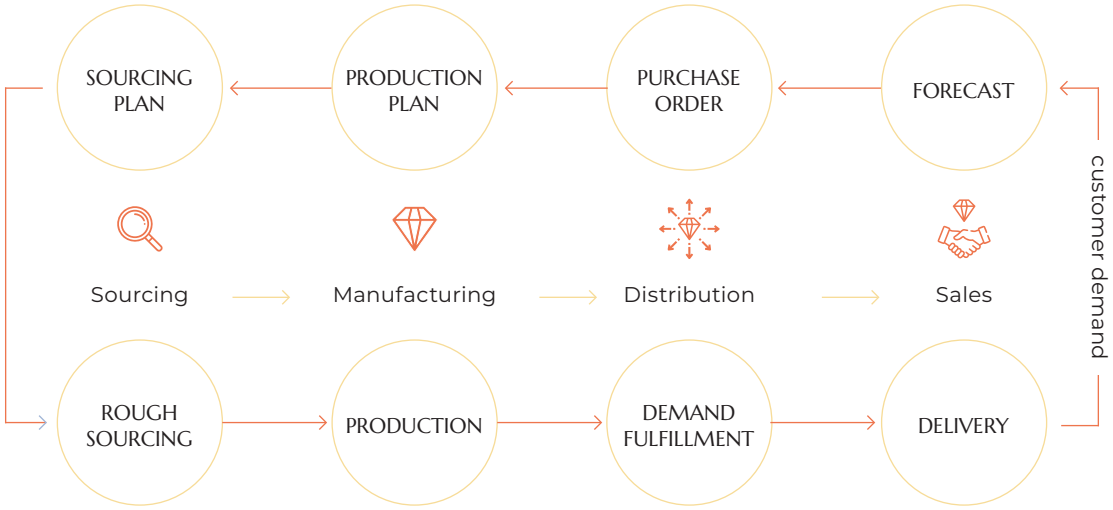
We source rough diamonds directly from primary producers through long-standing relationships, including our role as a De Beers Sightholder and a Select Diamantaire with Rio Tinto[1]. These partnerships provide access to responsibly sourced diamonds under established ethical and governance frameworks, supported by supplier due diligence focused on regulatory compliance and the prevention of conflict diamonds.

Cutting and polishing activities are carried out at our manufacturing facilities in India, where skilled craftsmanship is integrated with technology-enabled processes such as the Galaxy Meteorite Inclusion Mapping System to enhance precision, reduce material loss and improve efficiency. Continued investments in automation and advanced mapping technologies support quality assurance and responsible resource use.

Polished diamonds are distributed through our sales offices in Antwerp, Dubai, Mumbai and Hong Kong, serving customers across key global markets. We engage customers who prioritise responsible business practices, contributing to greater trust across the diamond value chain. Many of our customers are leading jewellery and watch maisons seeking reliable partners able to support responsible sourcing and transparency expectations across the diamond value chain.

[1] *Rio Tinto's Diavik mine ceased operations in 2026.*

# OUR SUPPLY CHAIN




# PARTNERSHIPS

SIGHTHOLDER DE BEERS GROUP

Rio Tinto Select DIAMANTAIRE

RESPONSIBLE JEWELLERY COUNCIL

WORLD DIAMOND COUNCIL

WATCH & JEWELLERY INITIATIVE 2030 · IN SUPPORT OF ·

In support of

**WOMEN'S EMPOWERMENT PRINCIPLES**

Established by UN Women and the UN Global Compact Office

# DOUBLE MATERIALITY ASSESSMENT

*Strengthening our ESG strategy through a deeper understanding of the impacts, risks and opportunities that shape our business and stakeholders*

We conducted our first Double Materiality Assessment (DMA) in the prior reporting year in alignment with the European Sustainability Reporting Standards (ESRS). The assessment enabled us to identify the sustainability topics most relevant to our stakeholders and business resilience. The 19 material topics identified continue to underpin our sustainability disclosures and strategic priorities.

This year, we reviewed and validated the relevance of these material topics by considering business developments, stakeholder feedback and evolving regulatory expectations. This has ensured our ESG focus remains targeted, relevant and impact-driven. The material topics also inform our risk management and long-term business resilience across the diamond value chain.

## OUR DMA PROCESS

*Our DMA process follows a structured methodology to identify and prioritise our material topics. For detailed information on the methodology, stakeholder engagement approach and scoring criteria applied in our DMA, see page 15 in our ESG Report 2025.*

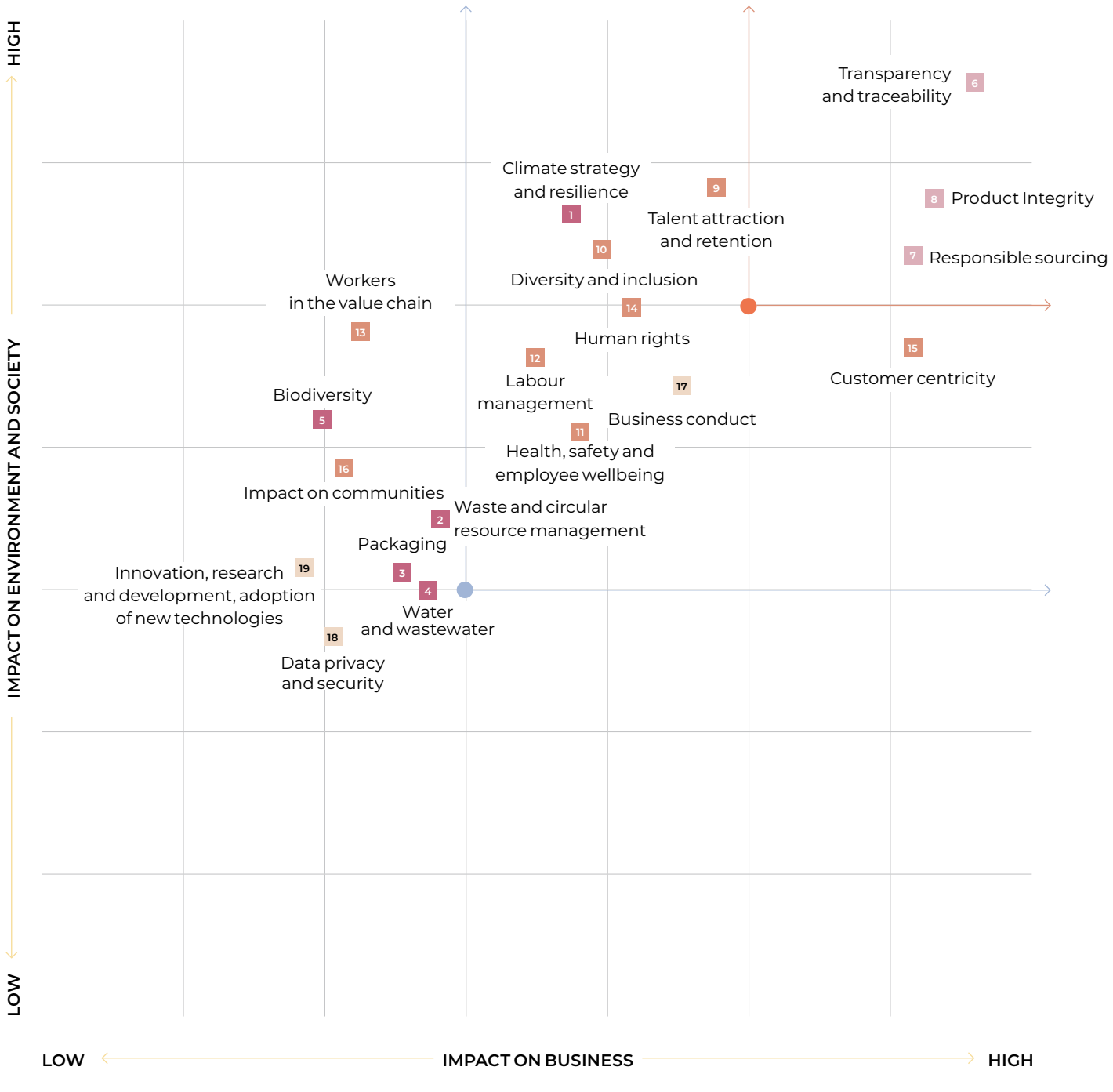
| | |
|---|---|
| **STEP 1** | **IDENTIFYING THE UNIVERSE OF MATERIAL TOPICS** |
| | We identified a universe of material topics by reviewing applicable ESRS requirements, ESG standards and frameworks, and peer disclosures |
| **STEP 2** | **MAPPING IMPACTS, RISKS AND OPPORTUNITIES (IROs)** |
| | Each topic was assessed to understand its actual and potential impacts on people and the environment, alongside the related risks and opportunities for our business |
| **STEP 3** | **STAKEHOLDER IDENTIFICATION AND ENGAGEMENT** |
| | We engaged with relevant internal and external stakeholders to gather insights on priority sustainability topics |
| **STEP 4** | **ASSESSING MATERIALITY AND SETTING THE THRESHOLD** |
| | Topics were then evaluated against defined impact and financial criteria and assessed against established thresholds to determine their relevance and significance |
| **STEP 5** | **DEVELOPING THE DOUBLE MATERIALITY MATRIX** |
| | The results were consolidated into a double materiality matrix to visualise and validate the prioritisation of material topics |

# IMPACTS, RISKS AND OPPORTUNITIES (IROS)

| PILLAR | Sr No. | Material Topics | Impact: Environment/ Social/Both | Risk/ Opportunity/ Both | Page No. |
|---|---|---|---|---|---|
| ENVIRONMENTAL SYNERGY | 1 | Climate strategy and resilience | Environment | Both | 19 |
| | 2 | Waste and circular resource management | Both | Risk | 25 |
| | 3 | Packaging | Environment | Opportunity | 28 |
| | 4 | Water and wastewater | Both | Both | 29 |
| | 5 | Biodiversity | Both | Risk | 31 |
| PRODUCT INTEGRITY | 6 | Transparency and traceability | Social | Both | 38 |
| | 7 | Responsible sourcing | Social | Both | 44 |
| | 8 | Product Integrity | Both | Both | 47 |
| SOCIAL STEWARDSHIP | 9 | Talent attraction and retention | Social | Opportunity | 50 |
| | 10 | Diversity and inclusion | Social | Both | 54 |
| | 11 | Health, safety and employee wellbeing | Social | Both | 57 |
| | 12 | Labour management | Social | Risk | 61 |
| | 13 | Workers in the value chain | Social | Risk | 62 |
| | 14 | Human rights | Social | Risk | 63 |
| | 15 | Customer centricity | Social | Opportunity | 64 |
| | 16 | Impact on communities | Social | Opportunity | 65 |
| RESPONSIBLE BUSINESS CONDUCT | 17 | Business conduct | Social | Both | 70 |
| | 18 | Data privacy and security | Social | Risk | 72 |
| | 19 | Innovation, research and development, adoption of new technologies | Social | Opportunity | 75 |

*Note: Certain material topic names have been updated from the preliminary form used in the prior reporting year to reflect internal harmonisation of sustainability terminology following the completion of our double materiality assessment. The material topics presented in this table represent the current and standardised terminology used throughout this report.*

# DOUBLE MATERIALITY MATRIX




**ENVIRONMENTAL SYNERGY**
1 2 3 4 5

**PRODUCT INTEGRITY**
6 7 8

**SOCIAL STEWARDSHIP**
9 10 11 12 13 14 15 16

**RESPONSIBLE BUSINESS CONDUCT**
17 18 19

# ENGAGING WITH STAKEHOLDERS

*Engaging openly with our stakeholders to strengthen accountability, build trust and support long-term value creation*

Stakeholder insights play a key role in shaping our sustainability priorities and validating our material topics. We consistently engage with our stakeholders to understand the perspectives that shape our business and inform our decisions. This ongoing dialogue strengthens trust, and helps us identify emerging risks and opportunities while shaping our sustainability priorities.

## STAKEHOLDER ENGAGEMENT PROCESS

1. Identification of key internal and external stakeholder groups based on their relevance to our operations and value chain.
2. Use of appropriate engagement methods, including structured discussions, interviews, surveys and ongoing interactions, tailored to each stakeholder group.
3. Consideration of both sustainability-related impacts, business risks and opportunities raised through engagement.
4. Review of stakeholder inputs by management to inform priorities, actions and disclosures.
5. Continuous monitoring of engagement outcomes to strengthen responsiveness and accountability.

# FOCUSING ON STAKEHOLDER PRIORITIES 1/2

| Our stakeholders | Engagement channels | Key priority topics | Linkage with material topics | Engagement frequency |
|---|---|---|---|---|
| EMPLOYEES AND LEADERSHIP | • Employee engagement survey<br>• Induction programmes<br>• *Engage 360*, an employee engagement initiative<br>• Internal communications (emails and employee portal)<br>• HR help desk<br>• Employee grievance procedures<br>• Leadership meetings<br>• Cultural activities<br>• Training programmes<br>• Quarterly Town Halls<br>• Rewards, recognitions and awards | • Human rights<br>• Performance appraisals and rewards<br>• Training and career development<br>• Transparency in business<br>• Compliance with safety norms<br>• Focus on ESG aspects<br>• Employee wellbeing<br>• Employee engagement and satisfaction<br>• Gender pay parity<br>• Consumer demand for diamonds<br>• Product design, creativity and quality<br>• Innovation<br>• Cybersecurity | 01<br>02<br>04<br>06<br>08<br>09<br>10<br>11<br>12<br>14<br>16<br>17<br>18<br>19 | Ongoing and on demand |
| SUPPLIERS | • One-on-one interactions and meetings<br>• Site visits and inspection<br>• Quality assessments<br>• Performance assessments | • On-time performance<br>• Ethical practices, anti-bribery and anti-corruption<br>• Supply chain management<br>• Internal and external audits | 01<br>02<br>06<br>07<br>08<br>13<br>17<br>18<br>19 | Annual, half-yearly and on demand |
| CUSTOMERS | • One-on-one interactions and meetings<br>• Customer satisfaction reviews<br>• Company website<br>• Grievance redressal mechanism<br>• Trade shows<br>• Site visits to our facilities<br>• Industry forums<br>• Facility/process audits through certification firms | • Focus on ESG aspects and non-financial performance<br>• Product provenance and integrity<br>• Supplier assessments<br>• Transparent disclosures<br>• Data protection<br>• Customer experience<br>• Product design, creativity and quality<br>• Innovation | 01<br>02<br>03<br>06<br>07<br>08<br>13<br>15<br>17<br>18<br>19 | Annual and on demand |

# FOCUSING ON STAKEHOLDER PRIORITIES 2/2

| Our stakeholders | Engagement channels | Key priority topics | Linkage with material topics | Engagement frequency |
|---|---|---|---|---|
| FINANCIAL INSTITUTIONS | • One-on-one meetings<br>• Communication of financial results<br>• Leadership engagement | • Financial and non-financial performance<br>• Robust strategy for business growth<br>• Economic impact on producer countries<br>• Consumer demand for diamonds<br>• Sustainable finance<br>• Legal and regulatory compliances | 01<br>06<br>07<br>08<br>15<br>17 | Annual, half-yearly, quarterly and on demand |
| GOVERNMENT ENTITIES AND REGULATORY BODIES | • Annual reports and other regulatory filings<br>• Formal dialogues<br>• Industry forums<br>• Trade groups | • Compliance with industry regulations<br>• Import and export policies<br>• Environment and sustainability standards<br>• Financial and non-financial performance<br>• Economic impact on producer countries<br>• Labour and employment laws | 01<br>06<br>08<br>14<br>16<br>17<br>18 | Annual and on demand |
| INDUSTRY ASSOCIATIONS | • Meetings, emails and other correspondences<br>• Conferences | • Social and governance aspects<br>• Human rights due diligence and community development<br>• Provenance and responsible sourcing<br>• Stakeholder engagement<br>• Transparency and traceability<br>• Data protection<br>• Industrial partnerships<br>• Legal and regulatory compliances | 01<br>02<br>06<br>07<br>08<br>13<br>17<br>18<br>19 | Annual, half-yearly and on demand |
| COMMUNITIES | • Corporate Social Responsibility activities<br>• Awareness programmes<br>• Social impact assessment studies | • Proactive engagement to solve social and environmental issues<br>• Contribution to community welfare<br>• Craftsmanship and skill development | 14<br>16 | Annual and on demand |

# OUR ESG STRATEGY

*Guided by clear priorities, measurable goals and long-term commitments, we continue to embed responsibility across our business and value chain.*

Our ESG strategy is anchored in a clear conviction: sustainable growth must reinforce resilience, ethical conduct and stakeholder confidence. Just as every diamond we process undergoes rigorous quality control, every business decision is guided by disciplined governance, social responsibility and environmental stewardship.

## Our management approach

ESG oversight at Dimexon is embedded at the highest levels of leadership, ensuring sustainability considerations inform core business decisions, from operational planning and supplier partnerships to people management and compliance. Clear policies across governance, human rights, responsible sourcing and product integrity provide a consistent framework for disciplined execution across all locations.

Through structured risk assessments and ongoing stakeholder dialogue, we focus on the issues that matter most: where our impact is greatest and where ESG factors intersect with business risk. This disciplined prioritisation enables informed decision-making, effective resource allocation and sustained alignment with our long-term strategy.

## Our ESG framework

Our ESG framework is built around four key pillars, each containing specific focus areas and KPIs. These pillars reflect the topics most material to our operations and provide clarity in how accountability is assigned and performance is tracked.

With the evolution of our ESG programme, we strengthened our measurement framework, undertaking a comprehensive review of our KPIs to ensure they align closely with our strategic priorities and material focus areas.



# OUR ESG PILLARS

| PILLAR | Focus Area | Sr No. | Key Performance Indicators | Rationale |
|---|---|---|---|---|
| ENVIRONMENTAL SYNERGY (Read on page 18) | Climate performance | 1 | Greenhouse gas (GHG) emissions | Core indicator of operational climate impact and required baseline disclosure under evolving climate reporting regulations |
| | | 2 | GHG emissions intensity ($tCO_2e$ per carat) | Enables production-normalised performance tracking |
| | | 3 | Percentage of energy from renewable sources | Reflects transition progress toward lower-carbon operations and supports long-term decarbonisation strategy |
| | Resource efficiency | 4 | Waste diverted from landfill (%) | Provides a measurable, outcome-based indicator of waste management |
| PRODUCT INTEGRITY (Read on page 37) | Provenance and traceability | 5 | Percentage of diamonds with verified provenance | Strengthens transparency across the value chain |
| | Responsible supply chain | 6 | Percentage of compliance with KYC norms as per AML/CFT requirements | Ensures Dimexon's supplier base is compliant, transparent, and low-risk |
| | | 7 | Percentage of supplier due diligence received | Measures the proportion of required due diligence documentation received, ensuring early identification of compliance gaps |
| | | 8 | Percentage of procurement from RJC-certified suppliers | Reflects the share of suppliers certified to recognised responsible jewellery standards |
| SOCIAL STEWARDSHIP (Read on page 49) | Workforce inclusion and diversity | 9 | Percentage of women in workforce/leadership | Offers clear, quantifiable measurement of gender representation aligned our with diversity commitments |
| | Employee engagement | 10 | Percentage of employees completing ESG/ethics training | Measures workforce awareness of compliance and ethical standards |
| | | 11 | Employee satisfaction score | Tracks workforce engagement and retention |
| RESPONSIBLE BUSINESS CONDUCT (Read on page 66) | Compliance and ethical governance | 12 | Number of substantiated compliance breaches | Provides transparent reporting on governance effectiveness and internal control robustness |

# OUR ESG PILLARS

## Strategic realignment of material topics

During the review of our focus areas and KPIs, certain previously disclosed material topics were discontinued or consolidated to enhance clarity, measurability and strategic relevance. These included:

### CARBON NEUTRALITY

Retired as offset-reliant and binary; progress now tracked through operational decarbonisation metrics.

### CLIMATE RISK

Embedded into governance oversight and transition planning, rather than reported as a standalone indicator.

### SINGLE-USE PLASTIC WASTE

Too narrow in scope; integrated into broader waste diversion and resource efficiency metrics.

### NEED AND IMPACT ASSESSMENTS

Process-oriented with limited year-on-year comparability; replaced by outcome-based measures.

### ESG COMMUNICATION

Activity-based measures have been replaced with a stronger emphasis on disclosure quality, transparency and alignment with recognised frameworks.

This rationalisation strengthens our shift towards outcome-based reporting and ensures that disclosed KPIs remain strategically relevant and measurable over time.




## Positioning for the future

Our long-term goal is to remain a trusted, responsible partner in the global diamond value chain. While our ESG strategy will continue to adapt to evolving regulations and stakeholder expectations, our core commitment remains unchanged: to act with integrity, safeguard stakeholder interests, invest in our people and build resilience that endures beyond the reporting cycle.

The following sections illustrate how this strategy is translated into action across our ESG pillars, supported by clear performance indicators and measurable outcomes.

# PILLAR 1: ENVIRONMENTAL SYNERGY

*Reducing environmental impact through responsible resource management, climate action and a continued focus on operational efficiency.*

Environmental performance at Dimexon is driven by the characteristics of our manufacturing operations and the nature of our upstream value chain. Our most material environmental impacts and risks arise from energy use and emissions within our facilities, alongside resource management, particularly water and waste at sites. Our direct operational footprint is managed through a strong emphasis on energy transition, emissions reduction, and circular resource practices across our manufacturing sites, with enhanced controls for water stewardship and effluent management.

In parallel, we recognise that a significant portion of our climate and nature-related exposure sits upstream in the sourcing of raw materials. As a result, supplier engagement and value-chain alignment form a critical component of our approach to managing environmental risk and resilience beyond our own operations. Environmental priorities are embedded within Dimexon's ESG governance framework, with senior leadership oversight to ensure integration into business planning and capital allocation. We use structured assessments aligned with global frameworks to identify, manage and monitor risks and opportunities across operations and the value chain.

| KEY PERFORMANCE INDICATORS | MATERIAL TOPICS | ALIGNED UN SDGs |
|---|---|---|
| **KPI 1** – Greenhouse gas (GHG) emissions | 1 Climate strategy and resilience |  |
| **KPI 2** - GHG emissions intensity ($tCO_2e$ per carat) | 2 Waste and circular resource management | |
| **KPI 3** – Percentage of energy from renewable sources | 3 Packaging | |
| **KPI 4** - Waste diverted from landfill (%) | 4 Water and Wastewater | |
| | 5 Biodiversity | |

## KEY HIGHLIGHTS

**3.82** $tCO_2e$/carat
Emission intensity (per polished carats sold)

**57%**
of total energy consumed is from renewable sources

**50%**
reduction in absolute Scope 1 and 2 emissions compared to base year 2019

**66%**
of purchased electricity is from renewable sources

**76%**
reduction in national grid dependence due to solar power in Coimbatore

**11,379** kL
of wastewater recycled and reused

**Zero** liquid discharge
at our Coimbatore manufacturing unit

**Zero** Waste to Landfill
Platinum Diversion Rates for hazardous waste (95%) and non-hazardous waste (98.65%)

**1st** TNFD
Taskforce on Nature-related Financial Disclosures report published

# MATERIAL TOPIC 1 | CLIMATE STRATEGY AND RESILIENCE

Climate change presents both systemic risk and strategic transition challenges for resource-linked industries. For Dimexon, climate exposure arises primarily from energy consumption in our operations, and value-chain emissions associated with upstream mining and logistics activities. Our climate approach focuses on mitigating greenhouse gas (GHG) emissions, improving energy efficiency and strengthening operational resilience to physical and transition risks. Within this context, climate impacts within our direct operations are primarily driven by energy use, while the majority of Dimexon's climate footprint and transition exposure arises in our upstream value chain.

**OUR IMPACT**

- Operational emissions (Scope 1 and Scope 2) generate direct and indirect GHG emissions associated with energy consumption. (A)
- Value chain emissions (Scope 3) represent upstream and downstream GHG impacts linked to procurement, logistics and other external activities. (A)

**RISKS AND OPPORTUNITIES**

- (!) Failure to reduce emissions may hinder progress toward established sustainability targets, potentially affecting reputation and limiting access to sustainability-driven markets and partnerships.
- (+) Transitioning to renewable energy and improving energy efficiency can reduce carbon intensity while strengthening cost resilience over the long term.

## Our management approach

Climate change oversight rests with the Board, which is apprised of climate-related risks, transition developments and decarbonisation performance as part of its broader ESG governance mandate. Senior management is responsible for implementing energy efficiency initiatives, monitoring emissions performance and progressively incorporating climate risk assessment within enterprise risk management processes. Progress against targets and regulatory developments is periodically reviewed to ensure alignment with evolving climate expectations and business continuity requirements. As with other ESG priorities, Dimexon's climate governance continues to evolve, with roles, processes and reporting practices being strengthened over time in line with data availability and business needs.

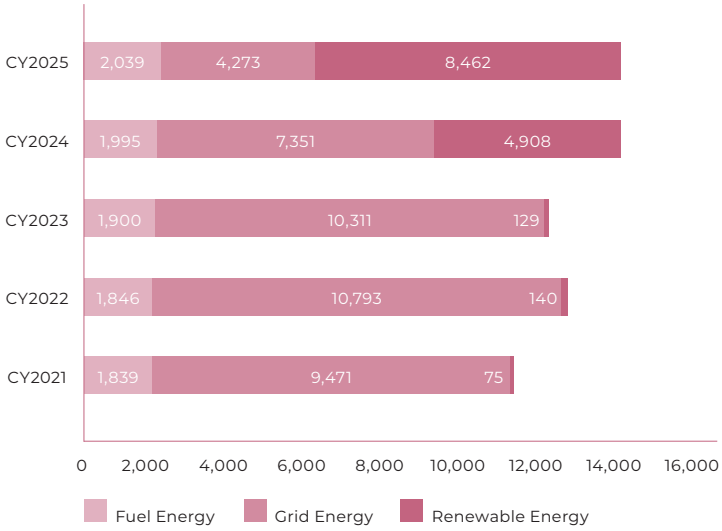
## Energy efficiency

Energy consumption is the primary driver of our operational carbon footprint. We monitor energy use across all sites to identify efficiency opportunities, reduce energy intensity per unit of production and transition progressively towards increased use of renewable energy sources.

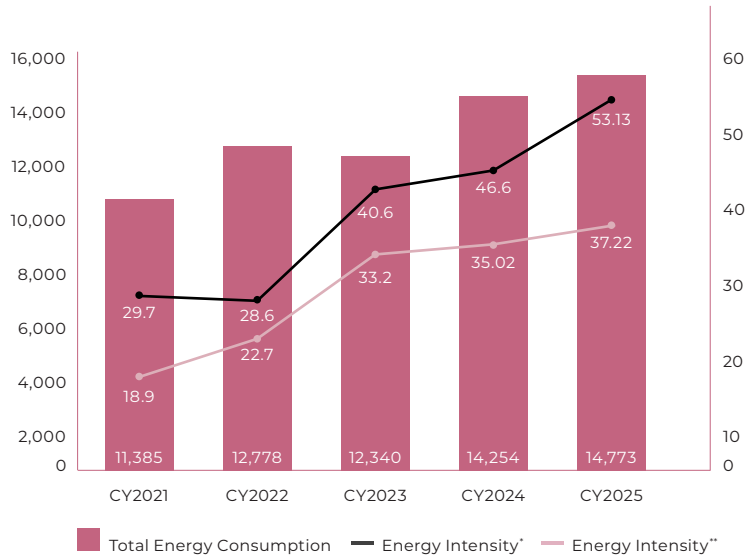


# MATERIAL TOPIC 1 | CLIMATE STRATEGY AND RESILIENCE

### ENERGY CONSUMPTION (GJ)




### ENERGY INTENSITY (GJ/cts)




**57%**

of total energy consumed is from renewable sources

**66%**

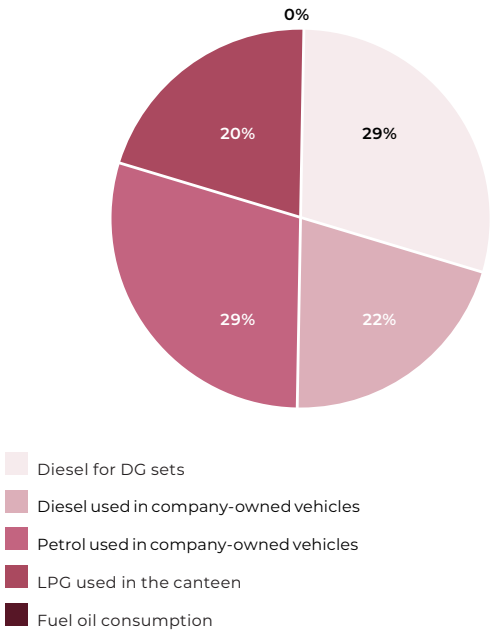
of purchased electricity is from renewable sources

*Notes: *per polished carats sold (GJ/cts (in '000s))*

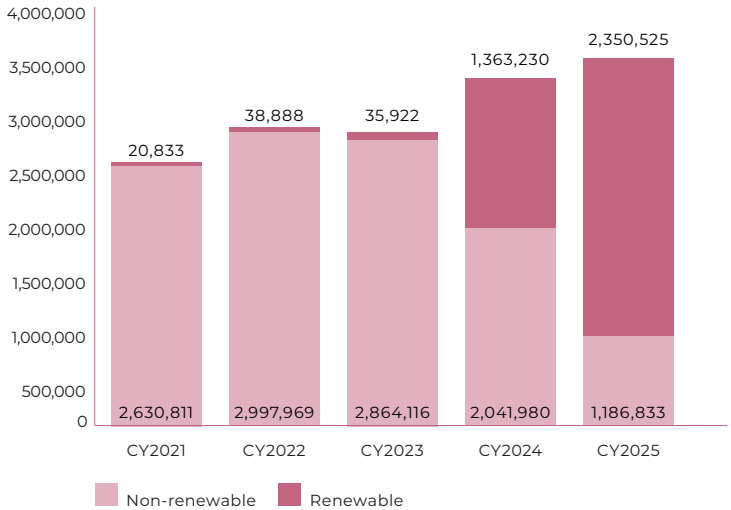
***per equivalent polished carats (GJ/cts (in '000s))*

*Renewable energy consumption increased year-on-year due to the transition from a partial-year contribution in the prior reporting period to a full-year impact following deployment of renewable energy during CY2024.*

### TOTAL DIRECT ENERGY CONSUMPTION (BY SOURCE)




### TOTAL PURCHASED ELECTRICITY (KWH)



# MATERIAL TOPIC 1 | CLIMATE STRATEGY AND RESILIENCE

## Advancing operational decarbonisation

Decarbonisation efforts are concentrated at the Coimbatore manufacturing facility, which accounts for approximately 71% of Scope 1 and Scope 2 emissions. In May 2024, the site transitioned to offsite solar power through a partnership with Shakthi Power. In 2025, this transition helped to reduce our dependence on grid electricity by 76%, helping avoid 1,647 $tCO_2e$. This shift represents a significant step towards our target of substantially operating entirely on renewable energy by 2030. The Antwerp office already operates on renewable electricity, and similar models are being explored for additional locations.

In line with GRI requirements, Dimexon monitors the share of renewable energy within its total energy consumption at the Group level. Currently, renewable energy accounts for 57% of total energy consumption, which includes both fuel and electricity. When considering electricity alone, renewable electricity penetration stands at 66% across the Group. At the site level, the Coimbatore manufacturing facility achieved a renewable electricity penetration of 76% during 2025.

In parallel, we are reducing direct fuel consumption through the electrification of company-owned vehicles. Deployment of electric vehicles at the Coimbatore facility has lowered diesel consumption and reduced Scope 1 mobile combustion emissions. Expansion of the EV fleet is planned to further decarbonise transportation-related activities.




reduction in mobile emissions from 2019

## GHG emissions

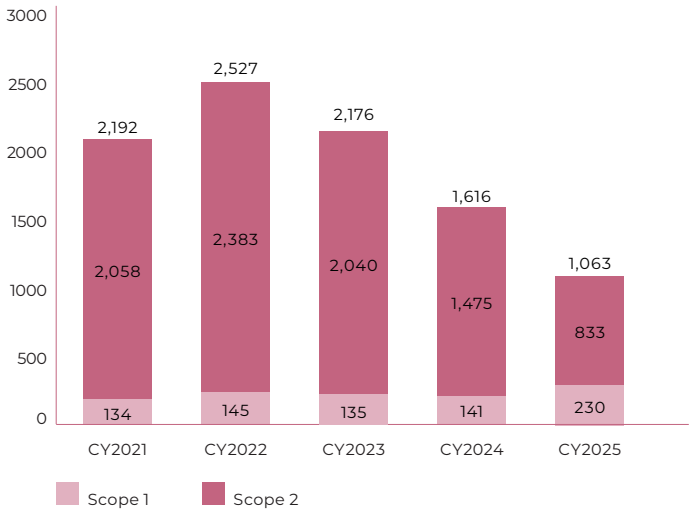
GHG emissions constitute the most significant climate-related impact associated with our operations and value chain. Transparent disclosure and targeted emission reduction efforts form the foundation of our approach to climate mitigation.

## Scope 1 and Scope 2 emissions

We measure and track our Scope 1 and Scope 2 emissions in accordance with the guidelines set by the GHG Protocol Corporate Standard, jointly convened by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

- Scope 1 emissions arise from direct fuel combustion, including diesel used in generator sets and vehicles, LPG consumption, refrigerants and other stationary fuels
- Scope 2 emissions arise from purchased electricity consumed across our operations and are calculated using the location-based method

**SCOPE 1 AND 2 EMISSIONS ($tCO_2e$)**




*Notes: Our business activities contributed 295.64 $tCO_2e$ of emissions related to Fugitive Emissions from Refrigerants during the year. Fugitive Emissions from Refrigerants are accounted for under Direct (Scope 1) emissions and primarily include fugitive emissions from refrigerants used in HVAC and air-conditioning systems, such as R-134a, and R-410A. Monitoring these emissions is critical due to their high Global Warming Potential (GWP). Effective tracking and management of refrigerant emissions are essential to mitigate climate impacts and to ensure alignment with Dimexon's operational decarbonisation targets.*

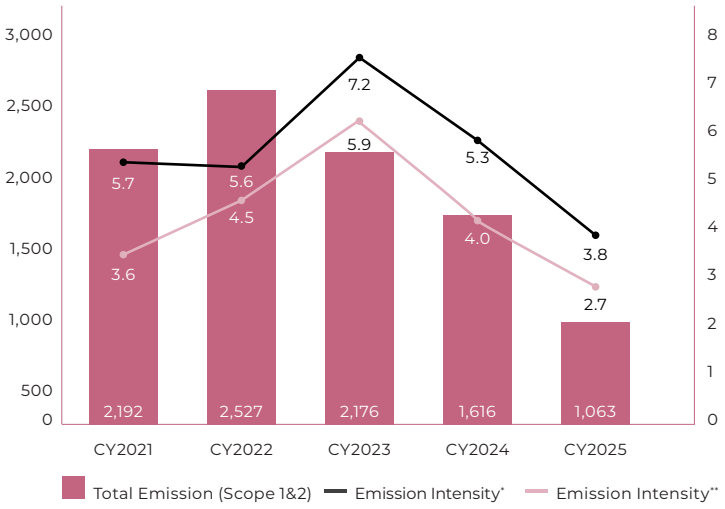
*Scope 1 emissions are calculated based on actual fuel consumption data collected from operational records. Diesel consumption (in kilolitres) used in generator sets and company-owned vehicles is multiplied by the relevant emission factors prescribed under the India GHG Program emission factor database (latest available version as of FY2025 reporting). Where applicable, emission factors for petrol and LPG are applied in accordance with nationally recognised guidance.*

*Scope 2 emissions are calculated using the location-based method, in accordance with the GHG Protocol Corporate Standard. Electricity consumption data (in kWh) is multiplied by the weighted average grid emission factor published in the $CO_2$ Baseline Database for the Indian Power Sector – User Guide (Version 20.0, December 2025) issued by the Central Electricity Authority (CEA), Government of India. For international office locations, country-specific grid emission factors from internationally recognised databases are applied where relevant.*

*A slight increase in R22 refrigerant consumption was recorded during the year, attributable to temporary operational requirements linked to lean*

# MATERIAL TOPIC 1 | CLIMATE STRATEGY AND RESILIENCE

**EMISSION INTENSITY (SCOPE 1 + SCOPE 2) ($tCO_2e$)**




## Scope 3

Scope 3 emissions were screened in 2021 to determine material categories relevant to our operations. This report includes data on ten Scope 3 emissions relevant for our business. Emissions are calculated using recognised emission factors from DEFRA, Ecoinvent and Exiobase databases, applying an expenditure-based methodology where activity data is unavailable.[2] Scope 3 emissions accounting remains an area of ongoing refinement, and future disclosures are expected to evolve as data quality and methodologies continue to improve.

| SCOPE 3 CATEGORY | EMISSIONS ($tCO_2e$) | |
|---|---|---|
| | CY 2024 | CY 2025 |
| **CATEGORY 1:** Purchased goods and services | 83,985 | 59,931 |
| **CATEGORY 2:** Capital goods | 34 | 89 |
| **CATEGORY 3:** Fuel and energy related activities | 697 | 408 |
| **CATEGORY 4:** Upstream Transportation and Distribution | 19 | 19 |
| **CATEGORY 5:** Waste Generated in Operations | 1 | 2 |
| **CATEGORY 6:** Business travel | 426 | 209 |
| **CATEGORY 7:** Employee Commute | 1,447 | 1,764 |
| **CATEGORY 9:** Downstream Transportation and Distribution | 3 | 1 |
| **CATEGORY 12:** End of Life Treatment of Sold (finished Products) | 0 | 0 |
| **CATEGORY 13:** Downstream leased assets | 3 | 3 |
| **TOTAL** | **86,614** | **62,425** |

**Emission intensity (per polished carats sold) ($tCO_2e$/cts in '000s)*
***Emission intensity (per equivalent polished carats sold) ($tCO_2e$/cts in '000s)*

*Notes:*
*1. The following updates have been made to Dimexon's Scope 3 inventory to reflect methodological changes and ensure completeness and comparability across reporting periods:*
*• Category 1: Purchased Goods and Services accounted for CY 2025 is 59,931 $tCO_2e$, representing 96% of our Scope 3 emissions. This significant contribution is primarily driven by the high cradle-to-gate emissions associated. Due to methodological changes arising from our target-setting process, our CY 24 Category 1 figures have been updated.*
*• Category 12: End-of-life treatment of sold products has been included following a review of the completeness of our Scope 3 inventory and reporting boundary. The category covers packaging disposal only, as diamonds are durable and inert and are not expected to generate material end-of-life emissions. Category 12 accounts for less than 0.001% of our total Scope 3 emissions. CY2024 has been restated accordingly to ensure comparability.*

*2.The following categories were determined not material to Dimexon based on the nature of our business operations and value chain configuration.*
*• Category 8: Upstream leased assets - The company does not operate leased assets that are not already included within Scope 1 and Scope 2's boundaries.*
*• Category 10: Processing of sold products - Diamonds sold by Dimexon do not undergo further energy-intensive industrial processing that would result in material downstream emissions attributable to our operations.*
*• Category 11: Use of sold products - Polished diamonds do not consume energy or generate emissions during their use phase.*
*• Category 14: Franchises - Dimexon does not operate franchise-based businesses.*
*• Category 15: Investments - Dimexon does not hold significant investment portfolios or financed emissions that would need reporting under this category.*

# MATERIAL TOPIC 1 | CLIMATE STRATEGY AND RESILIENCE

## Air pollution management

Air quality management is integrated into environmental controls at our Coimbatore facility. Ambient air quality monitoring and source emission testing are conducted periodically in accordance with Tamil Nadu Pollution Control Board requirements and IS 5182 standards. Key parameters monitored include PM10, PM2.5, $SO_2$ and $NO_2$, with results consistently remaining within the prescribed National Ambient Air Quality Standards.

## Climate risk

In CY2023, we conducted a comprehensive Climate Risk Assessment (CRA) aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), evaluating potential risks across short (0-3 years), medium (3-10 years) and long term (10-30+ years). The assessment examined both physical and transition risks relevant to our operations and sourcing geographies.

Physical risks identified include acute risks (sudden, event-driven climate hazards) such as heatwaves and drought conditions, as well as chronic risks (long-term, gradual shifts in climate patterns) related to rising temperatures, changing precipitation patterns and increasing water stress in certain regions. For our Coimbatore manufacturing facility, heatwave and droughts represent the most critical exposure areas.

### ASSESSING CLIMATE RISKS

| ACUTE RISKS | |
|---|---|
| TYPE OF RISK | RISK LEVEL |
| Heatwave | *Medium risk* |
| **Drought** | **High risk** |
| **Cyclone** | **Low risk** |
| **Riverine flood** | **Low risk** |
| **CHRONIC RISKS** | |
| TYPE OF RISK | RISK LEVEL |
| Temperature rise | *Medium term risk* |
| **Cumulative precipitation** | **Long-term risk** |
| **Water stress** | ***Short-medium term risk*** |

Transition risks arise from evolving climate-related regulations, technological shifts, changing market expectations and increasing stakeholder scrutiny around emissions and responsible sourcing. Potential implications include higher compliance requirements, the need for accelerated decarbonisation and shifts in consumer demand within the jewellery sector.

For detailed information on our complete climate risk assessment, including our risk identification process and mitigation measures, read page 27 onwards of **our ESG Report 2024.**

### CATEGORIES OF RISK

| | |
|---|---|
| Policy and legal risk | Increasing regulatory scrutiny on corporate environmental practices worldwide poses significant policy-related risks. Non-compliance can lead to potential penalties, legal fees and compliance costs. Adhering to evolving regulations is essential to maintaining financial stability and reputation. |
| Technology risk | Limited power infrastructure and grid constraints challenge corporate investment in renewable energy, affecting emissions reduction commitments and the financial feasibility of low-carbon initiatives. |
| Market risk | The rising demand for lab-grown diamonds, which are perceived to have a lower environmental impact, is reshaping consumer preferences in India. Companies that fail to adapt to this shift risk losing market share and revenue. |
| Reputation risk | Stakeholders expect transparency in emission reduction and responsible sourcing. We are committed to science-based emissions reduction targets aligned with the 1.5°C pathway and achieving net zero by 2050. The inability to meet these commitments could lead to reputational risks and stakeholder concerns. |

# MATERIAL TOPIC 1 | CLIMATE STRATEGY AND RESILIENCE

## Net zero roadmap

We are committed to achieving net-zero emissions in line with climate science and global decarbonisation pathways. As part of this commitment, we have formally submitted our targets to Science Based Targets initiative (SBTi).




### OUR SBTi TARGETS

**Net ZERO**

Dimexon commits to achieve **net-zero greenhouse gas emissions across the value chain by 2050.**

**NEAR term**

Dimexon commits to reduce **absolute scope 1 and 2 GHG emissions by 48.91% by 2030 from a 2019 base year.** Dimexon also commits to reduce **absolute scope 3 GHG emissions 46.2% within the same timeframe.**

**LONG term**

Dimexon commits to reduce **absolute scope 1 and 2 GHG emissions 95% by 2050 from a 2019 base year.** Dimexon also commits to reduce **absolute scope 3 GHG emissions 90% within the same timeframe.**

### TARGETS & PERFORMANCE

| | Target completion date | Status |
|---|---|---|
| 25.2% reduction in Scope 1 and Scope 2 emissions from the baseline of 2019 | **2025** | 100% achieved |
| Accounting, disclosing and continuous monitoring of Scope 1, Scope 2 and Scope 3 emissions | **2025** | 100% achieved |

The submission of these targets represents an important milestone, with implementation and delivery forming the next phase of our decarbonisation journey.

Our targets cover emissions across Scope 1, Scope 2, and relevant Scope 3 categories, ensuring that both operational emissions and value-chain impacts are addressed through a structured and science-aligned approach. This commitment enables us to define clear reduction trajectories, prioritise the most material emission sources within our footprint and integrate climate considerations into long-term operational and sourcing decisions.

## The way forward

Building on recent assessments and target submissions, we are transitioning from planning and baseline establishment toward structured implementation. Going forward, we will focus on operationalising our SBTi targets by translating them into measurable reduction actions across GHG emissions. We will also continue enhancing the transparency and robustness of our emissions management systems by refining GHG accounting methodologies, strengthening internal data monitoring and progressively moving towards independent assurance of reported emissions. In parallel, we will periodically review our Climate Risk Assessment to monitor emerging physical and transition risks, ensuring that climate considerations remain integrated into our long-term strategic planning and resilience efforts.

# MATERIAL TOPIC 2 | WASTE AND CIRCULAR RESOURCE MANAGEMENT

Advancing circularity is an important focus area in how we manage operational waste. As an organisation that generates multiple waste streams ranging from process residues to packaging and electronic discards, we are aware that if left unmanaged these streams present risks to land, water and community ecosystems. Waste impacts arise predominantly within our operational footprint, where Dimexon exercises direct control, while upstream material extraction influences broader resource circularity outcomes.

Our objective extends beyond regulatory compliance to reducing landfill dependency by strengthening recovery pathways and progressively embedding circular economy principles into daily operations. Over the past several years, this focus has evolved from basic segregation and disposal to verified Zero Waste to Landfill performance at key sites.

**OUR IMPACT**

- Prolonged exposure to fine dust generated during polishing processes may pose respiratory health risks to factory workers if not adequately controlled. (P)
- Improper handling or disposal of polishing waste, mineral residues and hazardous chemicals may result in air, soil and groundwater contamination, leading to ecological damage and soil degradation. (P)
- Chemically reactive mineral waste, if not appropriately managed, may increase the risk of environmental pollution and long-term land impairment. (P)
- Raw material scarcity may drive intensified or expanded mining activities, potentially exacerbating deforestation, soil erosion, water pollution and community displacement in upstream regions. (P)

**RISKS AND OPPORTUNITIES**

- (!) Failure to manage hazardous and non-hazardous waste in compliance with regulatory requirements may result in financial penalties, operational disruptions and increased compliance costs.
- (!) Supply constraints linked to resource scarcity may disrupt Dimexon's value chain, increase procurement costs and heighten reputational risks if ethical sourcing standards cannot be consistently maintained.

## Our management approach

Leadership views waste management as a critical operational discipline requiring process control, accountability and measurable outcomes. The emphasis is on three priorities: segregation integrity, certified downstream handling and continuous reduction of waste generation.

Waste is segregated at source across clearly defined streams to prevent cross-contamination and enable high recovery rates. Each waste category follows an authorised disposal or recycling pathway, supported by vendor due diligence and documentation controls to ensure traceability until final processing.

Operational oversight includes:

- **Structured segregation** systems at generation points
- **Workforce training** to maintain segregation quality
- **Engagement with certified recyclers** and authorised handlers
- **Periodic review of waste quantities** and diversion performance



# MATERIAL TOPIC 2 | WASTE AND CIRCULAR RESOURCE MANAGEMENT

## Waste management

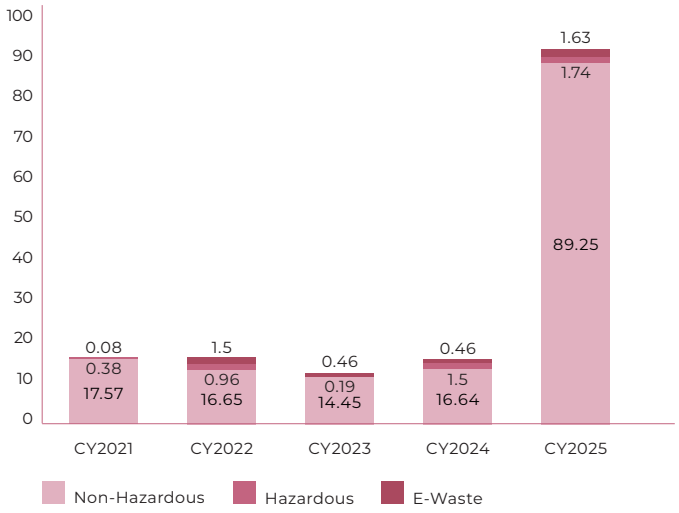
Dimexon applies responsible solid waste management practices aligned with global best practices. Our waste management strategy is designed to ensure maximum recovery and minimal landfill disposal, supporting our goal of circularity.

At our operations, waste is systematically categorised into four streams:

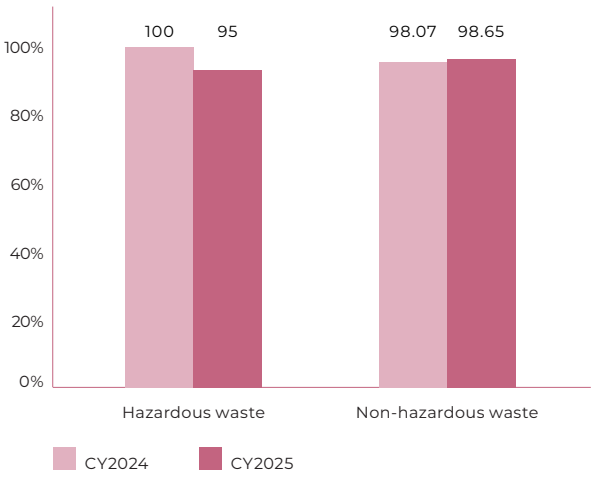
1. **Hazardous waste:** Spent oil, oily cotton and acid containers
2. **Non-hazardous waste:** Metal, paper, plastic and cotton
3. **E-waste:** Electronic and electrical discards
4. **Wet waste:** Food and horticultural residue

Our Coimbatore manufacturing facility has achieved Zero Waste to Landfill (ZWL) certification for the third consecutive year. In March 2026, the site was awarded Platinum certification by TUV India, the highest rating possible, covering waste generated between April 2024 and March 2025. Zero Waste to Landfill performance is currently applicable to the Coimbatore manufacturing facility and reflects site-specific operating conditions and waste infrastructure.

**TOTAL WASTE GENERATED**




**WASTE DIVERSION FROM LANDFILL (%)**






*Notes: During the reporting year, variations were observed in both hazardous and non-hazardous waste metrics due to operational and methodological factors. The hazardous waste diversion rate decreased following a revision in the waste accounting methodology applied during assurance, whereby residual waste generated during recycling processes has been classified as landfill. The increase in non-hazardous waste generation is primarily attributable to significant plant layout modifications undertaken during the year, resulting in higher volumes of non-operational waste. These changes are temporary in nature and reflect ongoing efforts to optimise operational efficiency.*

# MATERIAL TOPIC 2 | WASTE AND CIRCULAR RESOURCE MANAGEMENT

Segregation at source enables us to divert significant volumes of waste towards reuse and recycling. Spent oil is recycled and oily cotton is used as an alternative fuel by authorised recyclers. E-waste is managed under a take-back programme in collaboration with certified partners. Wet waste is repurposed as cattle feed, further reducing our landfill footprint and supporting responsible material recovery practices.

Our manufacturing facilities maintain in full compliance with Pollution Control Board (PCB) regulations and hold all required authorisations for air, water and waste management. Achieving and maintaining a ZWL status required strengthening segregation systems, enhancing vendor traceability and aligning all waste vendors to zero-landfill objectives.

## The way forward

Building on established segregation and diversion practices, the next phase of our waste and circularity efforts will focus on prevention and efficiency. We will continue to strengthen waste prevention strategies by focusing on material efficiency and upstream waste reduction. Enhanced digital tracking and vendor verification systems will improve traceability across all waste streams, particularly for plastics and e-waste. Building on our ZWL certification, the next phase of our circularity journey will prioritise reducing absolute waste generation while maintaining high diversion performance across manufacturing and office operations.

## CASE STUDY

**Driving urban circularity forward through our partnership with ViaGreen**

To strengthen responsible waste handling beyond manufacturing operations, we partnered with ViaGreen at our Mumbai office, supporting the Government of India's Swachh Bharat Mission – Urban 2.0 initiative. ViaGreen certification recognises our contribution toward Zero Waste to Landfill and plastic waste management within our office operations.

**Through this initiative:**

45

**TREES WERE SAVED**

10.17 sq. yards

**OF LANDFILL AVOIDED**



# MATERIAL TOPIC 3 | PACKAGING

Packaging plays a critical role in protecting product integrity during storage and transit. At the same time, packaging materials contribute to resource use and downstream waste generation. Responsible packaging management is therefore essential to reducing material footprint while maintaining quality and security standards.

**OUR IMPACT**

- The use of plastic packaging may contribute to environmental degradation, particularly where disposal and recovery systems are inadequate. (P)
- Improper management of packaging waste can result in plastic pollution and associated ecological impacts. (P)

**RISKS AND OPPORTUNITIES**

- (+) Adopting sustainable packaging solutions can reduce environmental footprint, mitigate regulatory risk and strengthen brand positioning.

## Our management approach

We approach packaging as a resource stream where material efficiency can be improved through practical controls and periodic review. The priority is to minimise material intensity without compromising product safety, traceability or customer requirements.

## Packaging materials used in our operations

Single-use plastics banned under national guidelines have been eliminated across our operations. Standard Operating Procedures built on the Reduce Reuse Recycle (RRR) framework guide material substitution and responsible usage practices. Periodic internal reviews assess material composition, weight, durability and recyclability to identify reduction opportunities. Procurement teams are encouraged to prioritise recyclable and lower-impact alternatives wherever feasible.

*Note: While we have banned SUP across our operations, we use recyclable plastic in packaging.*
*Single-use items: plates, cups, glasses, cutlery such as forks, spoons, knives, straws, trays, earbuds with plastic sticks, plastic sticks for balloons, plastic flags, candy sticks, ice-cream sticks, polystyrene [Thermocol] for decoration; wrapping or packing films around sweet boxes, invitation cards, plastic or PVC banners less than 100 micron, stirrers, carry bags less than 120 microns in thickness.*

## The way forward

We will continue to optimise packaging design through material reduction and improved recyclability. Future initiatives will evaluate alternative materials with lower environmental impact while ensuring product protection standards are maintained.



# MATERIAL TOPIC 4 | WATER AND WASTEWATER

Water is a critical resource for our manufacturing operations in Coimbatore. With water stress increasing across several regions in India, responsible water management is essential to ensuring operational continuity. Water-related impacts within Dimexon's manufacturing operations are managed at site level, while broader water stress exposure is more pronounced upstream within mining regions.

**OUR IMPACT**

- Excessive groundwater withdrawal may deplete local aquifers and reduce long-term water availability. (P)
- Water extraction in drought-prone regions may contribute to local shortages, affecting community access and agricultural livelihoods. (P)
- Withdrawal exceeding natural recharge rates can increase catchment-level water stress and heighten resource competition. (P)
- Untreated wastewater discharge into surface or groundwater sources may cause contamination and further strain freshwater availability. (P)

**RISKS AND OPPORTUNITIES**

- (!) Over-extraction in water-stressed areas may result in regulatory restrictions, increased water costs or community opposition, potentially disrupting operations.
- (+) Water-efficiency initiatives, including recycling systems and rainwater harvesting, can reduce freshwater dependence and improve cost stability.

## Our management approach

Our approach focuses on reducing freshwater dependence, minimising consumption, eliminating untreated discharge and enhancing groundwater recharge. Water data is compiled through meter readings, water bills and internal audits. In February 2024, a dedicated flow meter was installed at the borewell point, enabling accurate groundwater withdrawal measurement. Our water management practices continue to evolve, with progressive enhancements to monitoring accuracy and risk assessment at site level.

## Water management

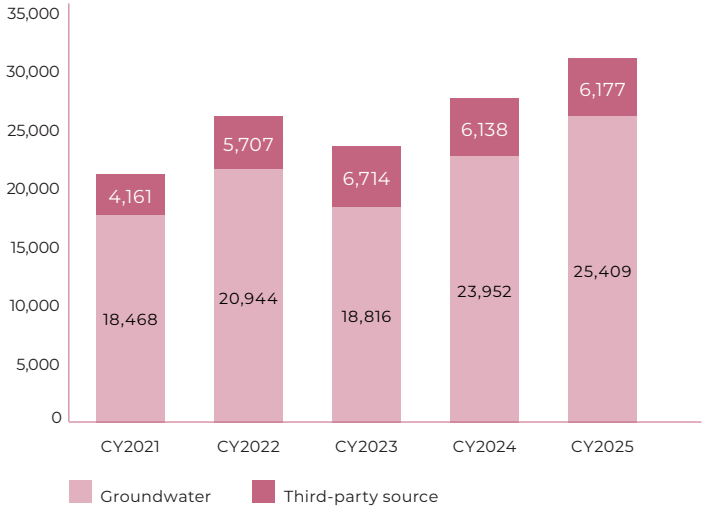
Our Coimbatore facility operates as a Zero Liquid Discharge (ZLD) unit with a treatment capacity of 50 kL per day. The integrated system comprises an in-house Effluent Treatment Plant (ETP) supported by a mechanical evaporator. All wastewater generated is captured, treated and reused for horticulture and domestic purposes. No untreated effluent is discharged into the environment, significantly reducing freshwater demand and significantly reducing contamination risk.



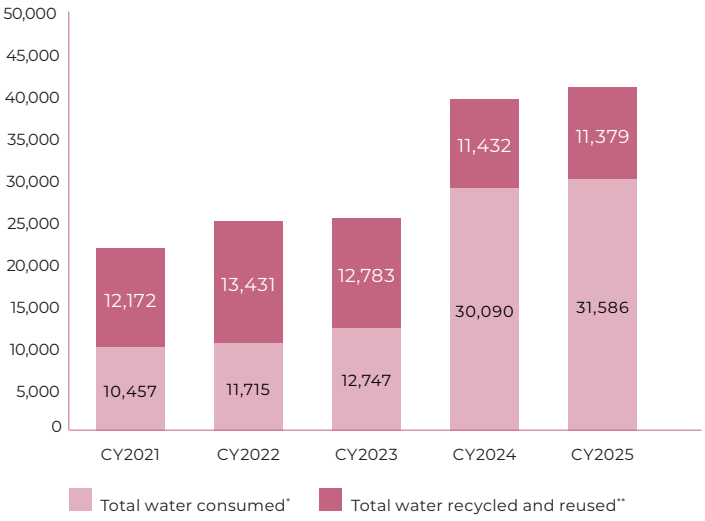
# MATERIAL TOPIC 4 | WATER AND WASTEWATER

To supplement water availability and support groundwater recharge, we operate a rainwater harvesting system with a daily capacity of 24 kL. Harvested water is utilised for non-potable applications and contributes to aquifer replenishment. Periodic quality testing ensures suitability for operational use.

**SOURCE-WISE WATER WITHDRAWAL (kL)**




**TOTAL WATER CONSUMPTION AND DISCHARGE (kL)**




*Notes: *Water consumption (excluding rainwater harvesting and recycled/reused water)*
***Total wastewater discharged, which was reused through treatment via STP/ETP. Our Sewage Treatment Plant Capacity is 50 kL/day, while our Effluent Treatment Plant capacity is 10 kL/day.*

## The way forward

We will continue strengthening our water stewardship framework by improving water-use efficiency, expanding real-time monitoring infrastructure and enhancing site-level water risk assessments. Further evaluation of recharge capacity expansion and water circularity initiatives will support reduced dependence on freshwater sources.



# MATERIAL TOPIC 5 | BIODIVERSITY

Nature underpins the stability of global supply chains, particularly in sectors linked to natural resource extraction. For Dimexon, biodiversity considerations extend across our value chain, particularly in upstream mining regions where natural resource extraction interacts with ecosystems and may contribute to larger pressures on biodiversity and ecosystem services.

This reporting year marks our first Taskforce on Nature-related Financial Disclosures (TNFD) aligned disclosures. The objective was to conduct an initial identification and prioritisation of nature-related Dependencies, Impacts, Risks and Opportunities (DIROs) across upstream and direct operations. The findings provide a preliminary baseline understanding of where the company interfaces most significantly with nature in its own operations, while also highlighting key data gaps within our supply chain.

This section highlights the key insights and priority focus areas identified through the process, while the full technical assessment is maintained internally and can be shared with key stakeholders upon request, reflecting our ongoing commitment to transparency and collaboration.

## Scope of disclosure

The reporting scope of this TNFD disclosure includes both upstream operations (mining) and direct operations (diamond manufacturing, sales and distribution). Downstream operations are excluded at this stage to prioritise assessment of the most significant nature risks and dependencies identified within the upstream and direct operational footprint.

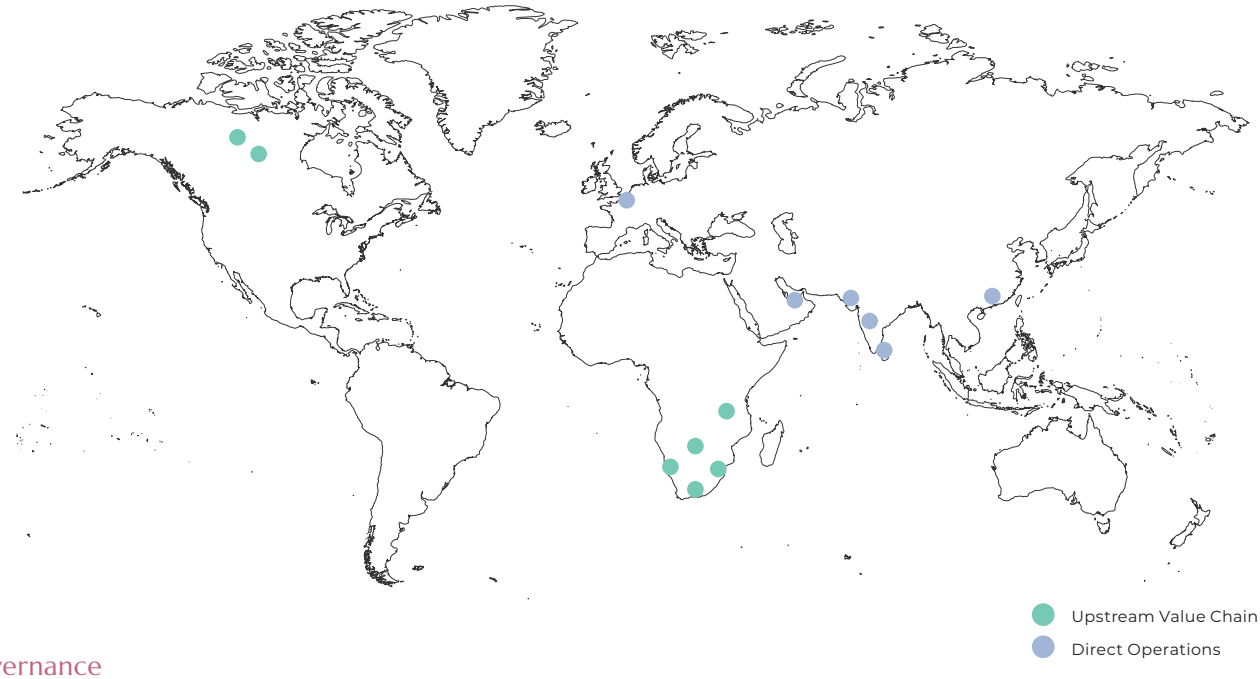
## DISCLOSURES



# MATERIAL TOPIC 5 | BIODIVERSITY

## Location of nature-related issues

The map below shows the geographic footprint of our operations and the mining areas from which our suppliers source rough diamonds:




## Governance

The Board of Directors oversees DIROs as part of Dimexon's broader ESG and environmental risk governance framework. Biodiversity considerations are increasingly incorporated into strategic sustainability discussions and inform long-term environmental planning, particularly in relation to sourcing geographies and operational resource use.

Operational responsibility for coordinating the development of the company's nature strategy rests with our designated Nature Lead, Dimexon's Chief Growth Officer Morgane Winterholer, who guides the integration of biodiversity and nature-related considerations into Dimexon's sustainability strategy.

The Nature Lead carries out the following function as stipulated in the WJI2030 nature action play book:

- Overseeing identification and assessment of nature-related dependencies and impacts
- Supporting the progressive integration of biodiversity considerations into sourcing and operational decision-making
- Ensuring regulatory compliance related to environmental protection
- Building internal capacity and awareness
- Aligning disclosures with evolving global frameworks

Senior leadership, including our Nature Lead, are responsible for overseeing the assessment of nature-related DIROs across Dimexon's operations and value chain. Findings from the TNFD-aligned assessment are presented to management to support the identification and prioritisation of relevant biodiversity considerations and to inform their progressive integration into business strategy and risk management processes.

Dimexon recognises that biodiversity considerations are closely linked to human rights and the wellbeing of communities connected to natural ecosystems. Engagement with suppliers and industry initiatives supports the identification and management of potential social and environmental risks associated with sourcing geographies. Oversight of these commitments is maintained through the company's governance structure, ensuring that nature-related considerations are addressed alongside human rights and responsible sourcing responsibilities.

*Read more on our human rights policies and engagement activities on pages 63 & 65.*

# MATERIAL TOPIC 5 | BIODIVERSITY

## Stakeholder engagement

Stakeholder engagement forms a part of Dimexon's broader ESG governance framework, with internal and external stakeholders mapped and formal communication channels established for environmental matters. Our next step will be to strengthen engagement with suppliers operating in ecologically sensitive regions and progressively integrate nature-related and human rights considerations into our responsible sourcing and due diligence processes.

## Strategy

As Dimexon's first TNFD-aligned assessment, the Nature Roadmap is intended to establish a structured baseline rather than represent a fully mature nature management system. Our nature roadmap, created in 2025, sets out a structured approach to progressively identify, assess and manage nature-related DIROs across direct operations and upstream sourcing.

The roadmap is structured around the LEAP framework (Locate, Evaluate, Assess, Prepare) developed by the TNFD and is complemented by the Assess Commit Transform Disclose (ACT-D) methodology. This initial assessment applies a double materiality lens, considering impacts on nature from diamond manufacturing and mining activities as well as the financial materiality of Dimexon's dependencies on nature.

To operationalise this approach, we utilised several resources and platforms, including: ENCORE to assess sector-level ecosystem dependencies and impacts; IBAT to screen for biodiversity-sensitive locations; WWF Biodiversity Risk Filter for location-based risk and opportunity analysis; and SBTN screening methodologies to inform future target-setting pathways. Location-specific impact analysis was conducted for the Coimbatore diamond manufacturing facility to sense-check sector-based findings against available operational data.

## Sector-level dependency and impact analysis

Using the TNFD-recommended ENCORE tool, we conducted a sectoral screening to identify ecosystem service dependencies and environmental impact pathways across mining and manufacturing activities.

Diamond mining activities were identified as having high ecosystem dependency and high potential biodiversity impact relative to other segments of the value chain. Diamond manufacturing was identified as having moderate ecosystem dependency and moderate environmental impact relative to upstream mining.



**ENCORE SECTORAL SCREENING**

| KEY DEPENDENCIES IDENTIFIED | KEY IMPACTS IDENTIFIED |
|---|---|
| **Upstream** | |
| · Freshwater provisioning (dust suppression, processing, equipment cleaning)<br>· Groundwater recharge<br>· Water flow regulation and flood mitigation<br>· Climate regulation services | · Land disturbance and habitat alteration<br>· Dust and noise pollution<br>· Freshwater contamination risks<br>· Greenhouse gas emissions ($CO_2$ and $CH_4$)<br>· Air quality degradation |
| **Direct Operations** | |
| · Water supply for processing<br>· Water flow regulation (flood mitigation)<br>· Regulatory ecosystem services | · Non-GHG air emissions (VOCs, particulate matter, hazardous air pollutants)<br>· Volume of water use<br>· Waste generation with potential soil and water contamination risk<br>· Moderate GHG emissions |

# MATERIAL TOPIC 5 | BIODIVERSITY

## Identifying priority locations

Geospatial screening was conducted using IBAT datasets to identify intersections between operational and sourcing geographies and biodiversity-sensitive areas, including Key Biodiversity Areas (KBAs) and protected regions. Sites located within a 50 km radius of identified priority areas were flagged for enhanced evaluation.

### HIGH PRIORITY LOCATIONS

**Strategic location** X **Presence in sensitive locations** = **High-priority location**

Locations with high material importance to Dimexon's business

Locations with interface with nature in areas deemed to be ecologically sensitive (PA, KBA)

Locations with material importance that fall in ecologically sensitive areas

**92**

protected Areas in upstream operations

**24**

KBAs in upstream operations

**869**

protected areas within 50 km of our operations

**52**

KBAs within 50 km of our operations

## PROTECTING LOCAL ECOSYSTEMS

Dimexon's Coimbatore manufacturing facilities implement site-level measures intended to minimise environmental impact and ensure minimal disruption to nearby biodiversity, including the Nilgiri Mountains, a KBA.

**13,907.57 $m^2$**

**GREEN BELT OPEN AREA**

**62.3%**

**GREEN COVERAGE OF OPEN SPACE**

**300**

**TREES AND SHRUBS**

Air and noise pollution remain well below regulatory limits, with no identified material risks to the surrounding ecosystem under current operating conditions. Our Zero Waste to Landfill certification ensures no untreated waste enters the environment, protecting soil and water quality.

Responsible water practices, including Zero Liquid Discharge and rainwater harvesting, further reduce freshwater dependence. Alongside renewable energy use and EV integration, these initiatives help minimise our carbon footprint and support the management and minimisation of adverse impacts on nature and biodiversity within the operational boundary.

# MATERIAL TOPIC 5 | BIODIVERSITY

Location-specific screening using the WWF Biodiversity Risk Filter indicates that upstream water dependency risk varies by geography. Mining operations in Botswana, South Africa and Namibia are exposed to higher water scarcity risk, whereas operations in Canada benefit from comparatively higher freshwater availability. This geographic differentiation informs our prioritisation of supplier engagement in water-stressed regions.

In addition to provisioning services, both mining and manufacturing operations demonstrate dependency on regulating ecosystem services, including vegetation buffers that mitigate extreme heat, cyclones, wildfires and landslides. Exposure to these services varies by climatic region, with certain operational locations showing moderate to high dependency based on their physical risk profile.

## Risk and impact management

Our assessment covers both physical and transition risks, with a focus on identifying vulnerabilities and enabling proactive mitigation. Physical risks arise due to shifts in biotic (living) and abiotic (non-living) environmental factors that are crucial for maintaining healthy ecosystems. In contrast, transition risks stem from changes in policies, market dynamics, and stakeholder expectations as industries adapt to evolving sustainability and regulatory landscapes.

**UNDERSTANDING NATURE-RELATED RISKS & RESILIENCE**

**PHYSICAL RISKS IDENTIFIED**

- Water unavailability
- Changes in land, freshwater, and sea use due to direct operations
- Loss of forest canopy
- Alterations in delineated areas
- Drought conditions
- Temperature fluctuations
- Increased pollution from upstream and direct activities

**TRANSITION RISKS IDENTIFIED**

- Policy and legal risks, such as enhanced biodiversity reporting obligations and taxation mandates
- Market risks, including rising raw material costs and shifting customer behaviour
- Reputation risks, stemming from heightened stakeholder concerns and potential negative feedback
- Technology risks, related to the substitution of existing products and services with lower-emission alternatives

Collectively, these findings indicate that upstream mining exposure represents the highest concentration of biodiversity dependency and risk within the value chain, while direct manufacturing exposure remains moderate and manageable under existing environmental management systems.

## Risk monitoring and review mechanisms

Nature-related risks are monitored through existing environmental management systems at operational sites, including periodic environmental performance reviews and regulatory monitoring of air, water and waste parameters.

Under India's Environment Protection Act, companies are required to conduct Environmental Impact Assessments (EIA), implement mitigation measures and secure environmental clearances where applicable. We maintain valid authorisations for water, air and waste management and submit statutory disclosures to the State Pollution Control Board (SPCB) and Pollution Control Committees (PCCs), ensuring ongoing regulatory compliance.

Nature-related risks are progressively being integrated into Dimexon's broader enterprise risk management and ESG governance framework. Insights from biodiversity assessments inform supplier engagement priorities, environmental management practices and long-term sustainability strategy development.

For detailed information on our Nature-related risks and opportunities, read page 35 in **our ESG Report 2025.**



# MATERIAL TOPIC 5 | BIODIVERSITY

## Metrics and targets

This year, we reached a key milestone by publishing our first TNFD-aligned nature assessment, providing a structured baseline understanding of our interface with nature and establishing the analytical foundation for future measurement and disclosure. Building on this baseline, we are progressively strengthening our approach to nature-related metrics by integrating biodiversity considerations into supplier engagement processes and expanding internal monitoring systems.

**TARGETS & PERFORMANCE**

| | Target completion date | Status |
|---|---|---|
| To publish our maiden Taskforce on Nature-related Financial Disclosures (TNFD) report | 2025 | 100% achieved |

## Nature Roadmap

Our Nature Roadmap has been structured for action and intervention up to 2030, progressing through five key phases as per the ACT-D (Assess, Commit, Transform and Disclose) framework. This strategic framework is designed to ensure that our growth is in harmony with natural ecosystems, reinforcing our dedication to resource conservation and sustainable practices.

## The way forward

As a first-year TNFD-aligned assessment, our current focus is on strengthening data quality, refining prioritisation and building internal and supplier-level capabilities over time. Recognising that the most significant biodiversity exposure lies within mining activities, we will initiate a structured and collaborative information-sharing process with upstream suppliers.

Our Nature Roadmap outlines the progressive development of measurable indicators and targets through 2030, with the objective of improving data availability, enhancing value chain transparency and enabling consistent disclosure of nature-related performance over time. Building on the baseline assessment, the next phase of our nature strategy will focus on meeting the next steps of our roadmap and deeper integration of biodiversity considerations into sourcing and operational processes.



**2023** Awareness / Foundation

Signatory of the Watch & Jewellery Initiative 2023 Foundational biodiversity training for internal teams.

**2024** Assess

Sectoral level assessment of Dependencies, Impacts, Opportunities, Risks.

Development of internal strategy and roadmap on biodiversity.

Identification of Nature Lead and duties.

**2025** Commit

Finalise biodiversity policy aligned with global standards and GBF (Global Biodiversity Framework).

Integrate biodiversity into sustainability governance.

Initiate stakeholder discussions for biodiversity.

**2026** Transform

Detailed risks and opportunity for TNFD report.

Set targets aligned with GBF and WJI.

Align KPIs with ESRS E4 and GRI biodiversity metrics.

**2027 -2030** Disclose

Disclose year-on-year progress on nature-related metrics and targets.

Obtain third-party assurance for biodiversity data (ESRS compliance.)

# PILLAR 2 : PRODUCT INTEGRITY

*Strengthening confidence in natural diamonds through traceability, responsible sourcing and technology-enabled transparency.*

Product Integrity is one of our defining strengths, and a key reason clients choose Dimexon. In an industry where provenance, authenticity and transparency are under increasing scrutiny, we have built systems, technologies and governance structures that make integrity measurable, verifiable and auditable.

For Dimexon, Product Integrity means ensuring every diamond we supply is natural, responsibly sourced and traceable from origin to customer. Going beyond compliance, we embed defined policies and continuous oversight across sourcing, manufacturing and commercial operations. Senior management is accountable for Product Integrity, with cross-functional teams applying structured due diligence to identify and mitigate risks early, delivering clarity, reducing risk, and strengthening confidence for clients, partners and consumers.

## PRODUCT INTEGRITY IN ACTION AT DIMEXON

- **Data-backed traceability systems:** Our in-house traceability programme ∞FINITRACE integrates with our SAP backbone to provide auditable origin and ESG data.
- **Technology-enabled transparency:** A newly implemented Salesforce CRM system strengthens structured client engagement, supporting accurate disclosure and real-time information sharing.
- **Integrated governance:** Cross-functional oversight ensures sourcing controls, verification and customer communication are aligned end-to-end.
- **Prevention-first approach:** Risk identification, verification and audit mechanisms are embedded into operational workflows.

### KEY PERFORMANCE INDICATORS

**KPI 5** – Percentage of diamonds with verified provenance

**KPI 6** - Percentage of compliance with KYC norms as per AML/CFT requirements

**KPI 7** – Percentage of supplier due diligence received

**KPI 8** - Percentage of procurement from RJC-certified suppliers

### MATERIAL TOPICS

6 Transparency and Traceability

7 Responsible Sourcing

8 Product Integrity

### ALIGNED UN SDGs




## KEY HIGHLIGHTS

**225**

active suppliers in 2025 (compared to 330 in 2024)

**100%**

of suppliers compliant with KYC norms as per AML/CFT requirements

**100%**

of diamonds have verified provenance

∞FINITRACE

Our proprietary digital traceability programme, launched in 2025

**100%**

origin-based, system-driven, auditable traceability information for all single stones (certified)

**100%**

input-mix ratios based, system-driven, auditable traceability information for all multi-stone parcels (uncertified*)

*Refers to diamonds less than 0.8pts without individual laboratory grading certificate

# MATERIAL TOPIC 6 | TRANSPARENCY AND TRACEABILITY

At Dimexon, traceability is an operational capability embedded within our production and sourcing systems to reinforce sourcing integrity and strengthen customer assurance across a complex global value chain. Since initiating our traceability framework in 2017, we have developed it into a scalable, auditable system that tracks diamonds from their origin through manufacturing, supporting both operational excellence and transparency.

**OUR IMPACT**

- Implementing comprehensive due diligence across our value chain helps ensure that diamonds are sourced responsibly, with due consideration for environmental and social impacts, strengthening confidence and trust among stakeholders. (A)

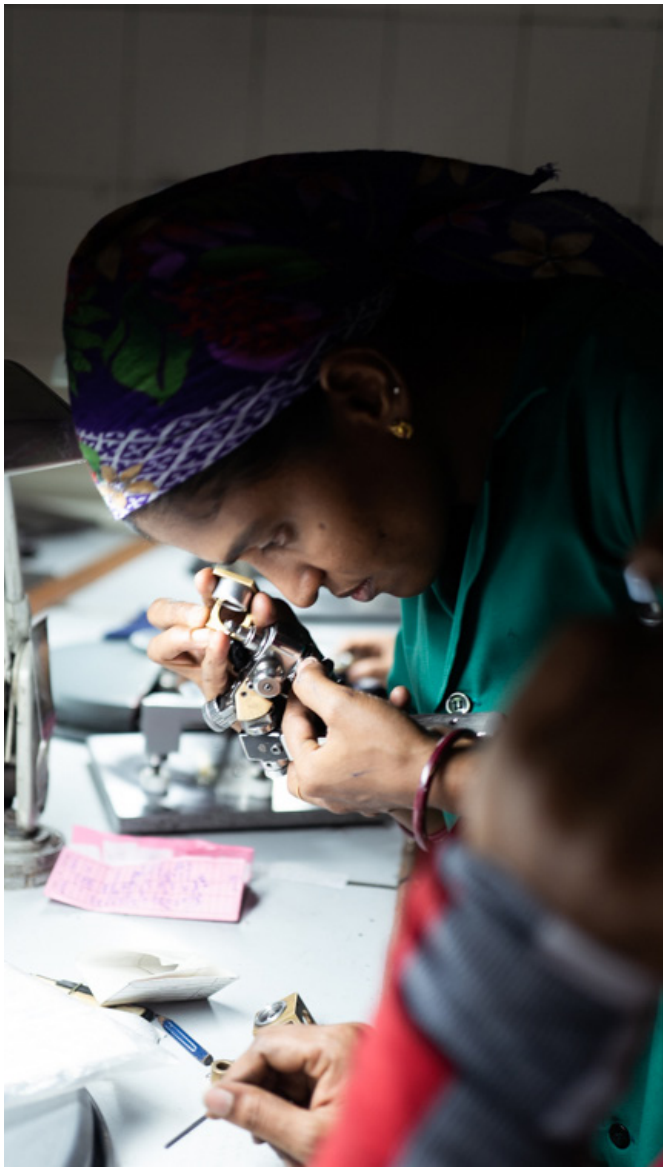
**RISKS AND OPPORTUNITIES**

- (!) Limited supply chain transparency, including incomplete provenance documentation or inadequate verification of shipment records such as Kimberley Process certificates, may reduce the ability to fully confirm the origin and legitimacy of diamonds, potentially creating compliance, reputational and market risks.
- (!) Variations in the maturity of traceability and documentation systems among suppliers, particularly smaller or lower-tier partners that rely on declarations rather than formal systems, may limit visibility into diamond provenance.
- (+) Strengthening traceability systems and provenance verification across the supply chain enhances transparency, supports responsible sourcing assurance and strengthens stakeholder confidence in the origin of Dimexon's diamonds.

## Our management approach

Our approach is anchored in formal sourcing protocols, integrated system controls and defined verification procedures embedded within day-to-day operations. The framework provides end-to-end visibility into a diamond's journey, from procurement of rough stones through cutting and polishing, across both single-stone and multi-stone parcels, including melee. System-linked checkpoints and documented validation processes maintain data integrity through each stage of processing.

Independent agencies conduct external audits to validate elements of our traceability data, ensuring integrity and audit readiness, and enabling the generation of structured, customer-specific digital traceability reports.



# MATERIAL TOPIC 6 | TRANSPARENCY AND TRACEABILITY

## OUR APPROACH TO TRACEABILITY

**PROCUREMENT**

We source rough diamonds through verified suppliers and capture origin and compliance documentation at the point of purchase

**Procurement of rough diamonds**

**Assigning unique lot numbers**

**MANUFACTURING**

We record and link diamond data at each stage of cutting and polishing

**Cutting**

**Polishing**

**ASSURANCE**

Our processes are subject to internal controls and third-party audits

**Certification: Single stone**

- Polished diamonds intended for single-stone distribution are submitted to accredited laboratories for certification.
- Independent certification confirms quality and authenticity.
- Origin information is preserved throughout the certification process to maintain full traceability.

**Traceability assurance: Multi-stone parcels**

- Diamonds are grouped into parcels based on consistent characteristics including cut, colour, clarity and size.
- Depending on customer requirements, parcels may comprise diamonds from a single origin or blended sources.
- Traceability is maintained through a controlled input-mix system, documenting source origins and relative proportions.
- Customers receive clear disclosure on the origin composition of each parcel.

**TRACEABILITY REPORTING**

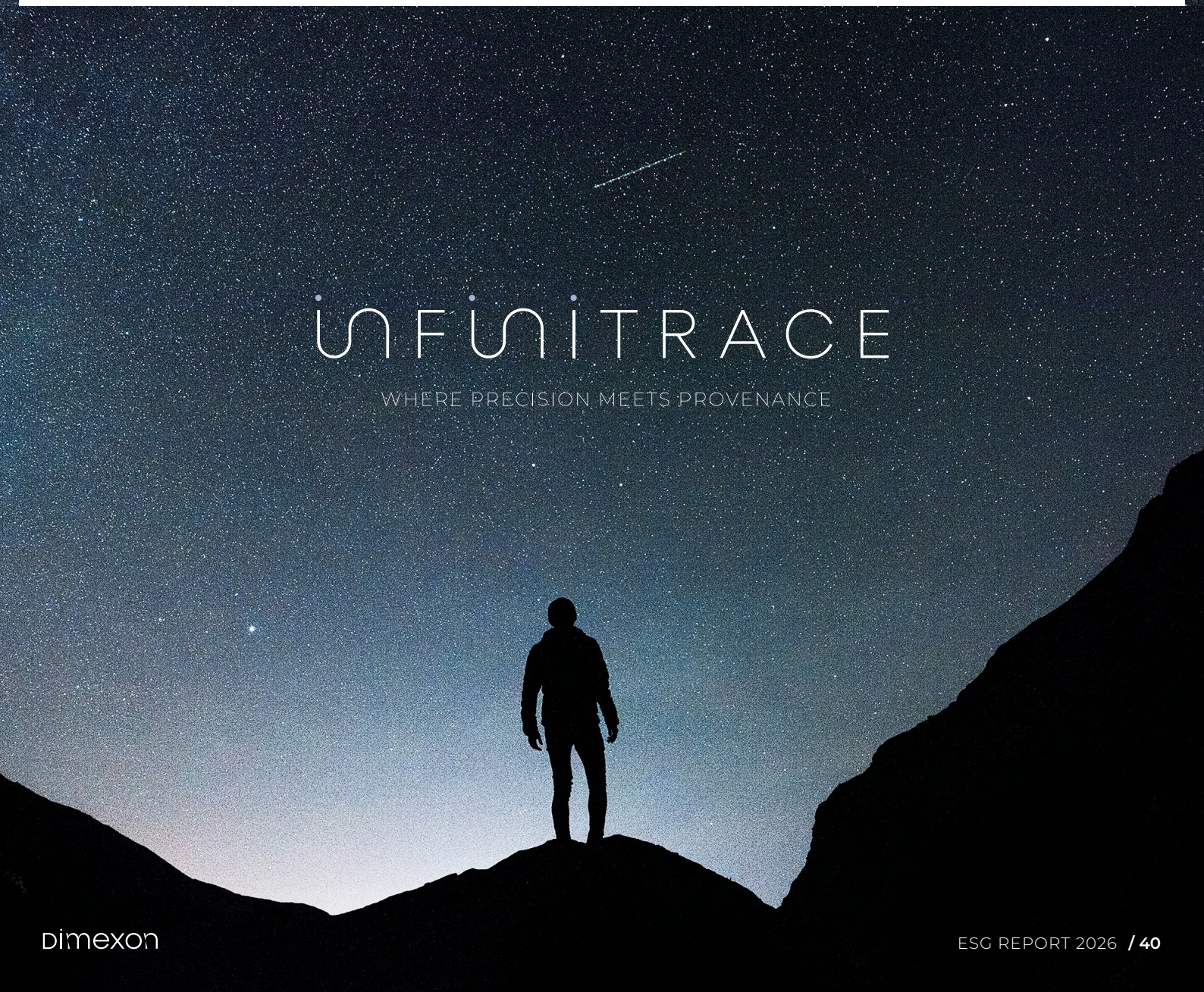
We generate system-driven traceability reports, including INFINITRACE, enabling verified disclosures.

# MATERIAL TOPIC 6 | TRANSPARENCY AND TRACEABILITY

## Digital backbone enabling traceability

As regulatory expectations and client requirements continue to evolve, we are advancing traceability through deeper digital integration.

We use an advanced SAP ERP system as the digital backbone of our supply chain. Each diamond is assigned a unique batch identifier, with data captured through defined workflows and approval controls that govern every movement across the value chain. This data feeds directly into INFINITRACE, our proprietary traceability programme, where operational records are translated into verified provenance and customer-ready disclosures.



# MATERIAL TOPIC 6 | TRANSPARENCY AND TRACEABILITY

## CASE STUDIES

**Advancing transparency through INFINITRACE**

At Dimexon, transparency is not only a compliance requirement, it is a commitment to our customers. INFINITRACE represents the next step in this journey, bringing together provenance information and sustainability insights into a single, customer-facing transparency initiative.

Introduced as our dedicated traceability label, INFINITRACE provides customers with a customised digital reporting system that is fully auditable and offers deeper visibility into the origins and responsible sourcing of the diamonds they receive. This includes digital reports that consolidates verified provenance information alongside selected ESG metrics, offering a clear view of the ESG dimensions associated with production. Customers receive structured, easy-to-navigate reports that keep them informed of Dimexon's progress and provide assurance on the integrity of their supply chain.

INFINITRACE was first rolled out in 2025 with a select group of customers and continues to expand across our customer base. As expectations around transparency and traceability continue to evolve, we remain committed to strengthening INFINITRACE, enhancing how information is shared and making sustainability insights increasingly dynamic and valuable for our partners.

Through INFINITRACE, we are strengthening transparency in the diamond value chain, giving our customers greater visibility into the provenance and responsible sourcing of the diamonds they receive.




**Strengthening Client Engagement through Salesforce CRM**

Our new Customer Relationship Management (CRM) platform was launched in collaboration with Salesforce to enhance structured engagement with our global clients and partners.

The implementation followed six months of cross-functional coordination between our commercial and technical teams, ensuring alignment with operational processes and reporting systems. Fully integrated with our SAP ERP backbone, Tableau analytics platform and Office 365 tools, the CRM system provides real-time visibility into customer interactions, account performance and strategic planning activities.

The platform supports structured account management, opportunity tracking, performance analytics and systematic query resolution. By consolidating customer data into a single integrated system accessible across desktop and mobile environments, we have strengthened responsiveness, documentation discipline and internal coordination.

The CRM rollout also represents a shift toward more data-driven relationship management, reinforcing consistency in client engagement across regions. Further development, including integration of AI-enabled analytics, is planned to enhance predictive insights and customer responsiveness.



TRACEABILITY IS NO LONGER AT THE MARGINS OF OUR BUSINESS — IT IS CENTRAL TO HOW WE CREATE VALUE FOR OUR CUSTOMERS. WITH INFINITRACE, WE HAVE BUILT ON YEARS OF OPERATIONAL DISCIPLINE TO DELIVER A SCALABLE PLATFORM THAT COMBINES VERIFIED PROVENANCE WITH MEANINGFUL TRANSPARENCY. MORE THAN A TOOL, IT REFLECTS DIMEXON'S DNA — A CONVERGENCE OF ETHICS, TECHNOLOGY, AND ACCOUNTABILITY THAT CONTINUES TO EVOLVE TO MEET RISING CUSTOMER AND REGULATORY EXPECTATIONS.

**VIRAL D. MEHTA**, CHIEF COMMERCIAL OFFICER

# MATERIAL TOPIC 6 | TRANSPARENCY AND TRACEABILITY

## Customer safety and security

Customer centricity at Dimexon is driven by data integrity and the ability to respond with precision. Our traceability systems provide customers with verified provenance, tailored disclosures and consistent information across products and markets. The rollout of INFINITRACE further strengthens structured customer interaction and will support next year's customer satisfaction survey through an integrated digital platform.

Maintaining customer trust remains a priority. We are strengthening our approach to capturing and acting on customer feedback through the implementation of structured Business Review Meetings across priority accounts. These reviews are conducted on a regular cadence, enabling systematic qualitative feedback capture and more meaningful client dialogue. Insights from these engagements are integrated into account planning processes, supported through Salesforce, ensuring that customer feedback directly informs relationship management, service improvements, and strategic decision-making.

*Read more about our approach to customer centricity on page 64.*

**Zero**

complaints concerning breaches of customer privacy and losses of customer data

**Zero**

incidents of non-compliance concerning the health and safety impacts of our products

**TARGETS & PERFORMANCE**

| | Target completion date | Status |
|---|---|---|
| Multi-stone Parcel (MSP) +/- 18pts: Traceability based on input-mix ratios (source: mining company/country) | **2025** | 100% achieved |

## The way forward

We will scale verified traceability by expanding the use of across a larger share of polished output and by further integrating SAP and Salesforce systems to strengthen data continuity from sourcing through customer disclosures. Our focus will remain on enhancing origin verification controls, increasing third-party assurance coverage and enabling more consistent, decision-ready traceability reporting aligned with customer and regulatory requirements.



# MATERIAL TOPIC 7 | RESPONSIBLE SOURCING

Our sourcing practices showcase how we select, engage and oversee our supply partners through a continuous management discipline that safeguards ethical conduct. Using a risk-based approach to sourcing, we apply heightened scrutiny in conflict-affected and high-risk areas, ensuring potential ESG risks are addressed early.

**OUR IMPACT**

- A transparent and auditable trail confirms that diamonds are responsibly sourced, conflict-free, and not associated with human rights abuses or environmental harm. (A)

**RISKS AND OPPORTUNITIES**

- (!) Engagement with suppliers linked to conflict-affected and high-risk areas (CAHRAs), or entities associated with financial crime, sanctions violations or weak governance practices may result in breaches of international regulations and industry standards.
- (+) Dimexon's rigorous supplier due diligence and responsible sourcing framework strengthens oversight of diamond provenance and naturality, reinforcing customer trust and market leadership.

## Our management approach

Our responsible sourcing framework is embedded into procurement decision-making and supplier engagement, supported by clear expectations, documented controls and ongoing oversight. Holding ourselves and our suppliers accountable to these standards reduces ethical and compliance risks and embeds responsibility throughout our supply chain.

For more information, refer to our Responsible Sourcing Policy here.

## Our approach to responsible sourcing

Responsible sourcing at Dimexon is operationalised through a structured, risk-based supplier lifecycle framework that aligns with the OECD Due Diligence Guidance and the Kimberley Process. From onboarding to ongoing monitoring, each stage is designed to identify, assess and mitigate ethical, social and environmental risks while strengthening long-term supplier accountability.

Respect for human rights across our supply chain is non-negotiable, and we hold ourselves and our suppliers to the same uncompromising standards of dignity, safety and fair treatment for every individual involved.

*Read more on our human rights commitments on page 63.*



# MATERIAL TOPIC 7 | RESPONSIBLE SOURCING

## OUR RESPONSIBLE SOURCING FRAMEWORK

**SUPPLIER ONBOARDING**

Sets clear expectations on ethics, human rights, traceability and compliance through mandatory disclosures, certifications, KYC checks and adherence to our Responsible Sourcing Policy before any engagement begins.

↓

**DUE DILIGENCE AND RISK SCREENING**

Screens suppliers against governance, human rights and sourcing risks, including operations in conflict-affected and high-risk areas (CAHRAs), sanctions lists and other red-flag indicators.

↓

**HUMAN RIGHTS ALIGNMENT**

Assesses alignment with our Human Rights Policy and Supplier Code of Conduct, evaluating labour practices, working conditions and supplier governance frameworks.

↓

**ON-SITE AUDITS**

Validates supplier practices through internal sourcing reviews and third-party audits, with enhanced oversight for critical suppliers and selected non-RJC certified partners.

↓

**CORRECTIVE ACTIONS AND TRAINING**

Implements corrective and preventive action (CAPA) plans and capacity-building initiatives, including training and policy guidance to strengthen supplier systems and documentation.

↓

**ONGOING MONITORING**

Maintains continuous oversight through periodic reviews, supplier risk classification and re-evaluation triggered by certification expiry, ownership changes or emerging risk indicators.

# MATERIAL TOPIC 7 | RESPONSIBLE SOURCING

**100%**
of suppliers are vetted against legislative and regulatory requirements

**83.4%**
procurement from RJC-certified suppliers

**55%***
of supplier due diligence responses received

**Zero**
operations and suppliers at significant risk for incidents of child, forced or compulsory labour

**TARGETS & PERFORMANCE**

| | Target completion date | Status |
|---|---|---|
| 100% direct supplier screening | 2025 | 100% achieved |
| Audit at least 5% of our suppliers every year | 2026 | In progress |
| Commence audit coverage for at least 5% of non-RJC member suppliers, year-on-year | 2026 | In progress |
| Conduct on-site supplier audits to ensure compliance | 2026 | In progress |

## The way forward

We will continue to strengthen responsible sourcing as a non-negotiable foundation of our business by deepening supplier engagement, enhancing risk-based due diligence and reinforcing human rights safeguards across our supply chain.

**Note: In the 55% supplier due diligence responses received, 41% responses were from RJC certified suppliers and 59% from non-RJC certified suppliers.*



# MATERIAL TOPIC 8 | PRODUCT INTEGRITY

Product Integrity at Dimexon reflects our commitment to ensuring that every diamond we supply is responsibly sourced and supported by credible assurance mechanisms.

**OUR IMPACT**

- Failure to adhere to responsible sourcing principles may result in exposure to conflict diamonds, which are associated with serious human rights risks. (P)
- Responsible sourcing reduces the risk of conflict diamonds while supporting improved labour practices and positive social outcomes within mining communities. (A)

**RISKS AND OPPORTUNITIES**

- (!) Synthetic, treated or simulated stones may be misrepresented as natural diamonds, posing risks to product authenticity, customer trust and overall market confidence.
- (!) The inadvertent introduction of lab-grown diamonds into the natural diamond pipeline during manufacturing or processing could undermine product integrity and result in financial and reputational impacts.
- (+) Implementing comprehensive screening and product verification protocols helps safeguard the authenticity of natural diamonds and reinforces confidence in Dimexon's product integrity.

## Our management approach

Product integrity is governed through defined quality standards, system-integrated controls and documented verification procedures embedded across sourcing, manufacturing and delivery processes. Oversight mechanisms, periodic reviews and data-driven monitoring support compliance and alignment with customer and regulatory expectations.

## De Beers BPP audits

As a De Beers Sightholder, we are subject to its Best Practice Principles (BPP) Assurance Programme, which evaluates traceability alongside critical social, ethical and environmental requirements across the diamond value chain. We have maintained BPP compliance since 2005 and participate in annual audits conducted under De Beers Group's assurance framework, reinforcing disciplined oversight of our sourcing and operational practices.

Audit outcomes are actively reviewed and translated into targeted corrective actions where required, strengthening internal controls and continuous improvement. Through sustained engagement with industry bodies and participation in education-led initiatives addressing illicit and counterfeit diamond risks, BPP audits serve as a driver of sector credibility.

**Zero**

Non-conformances raised during De Beers BPP audits



# MATERIAL TOPIC 8 | PRODUCT INTEGRITY

## KPCS

We strictly comply with all Kimberley Process Certification Scheme (KPCS) regulations, a government-led international initiative established to prevent the trade in conflict diamonds. This framework supports the exclusion of conflict diamonds from the legitimate supply chain and strengthens accountability for the origin of rough stones.

## WDC SoW

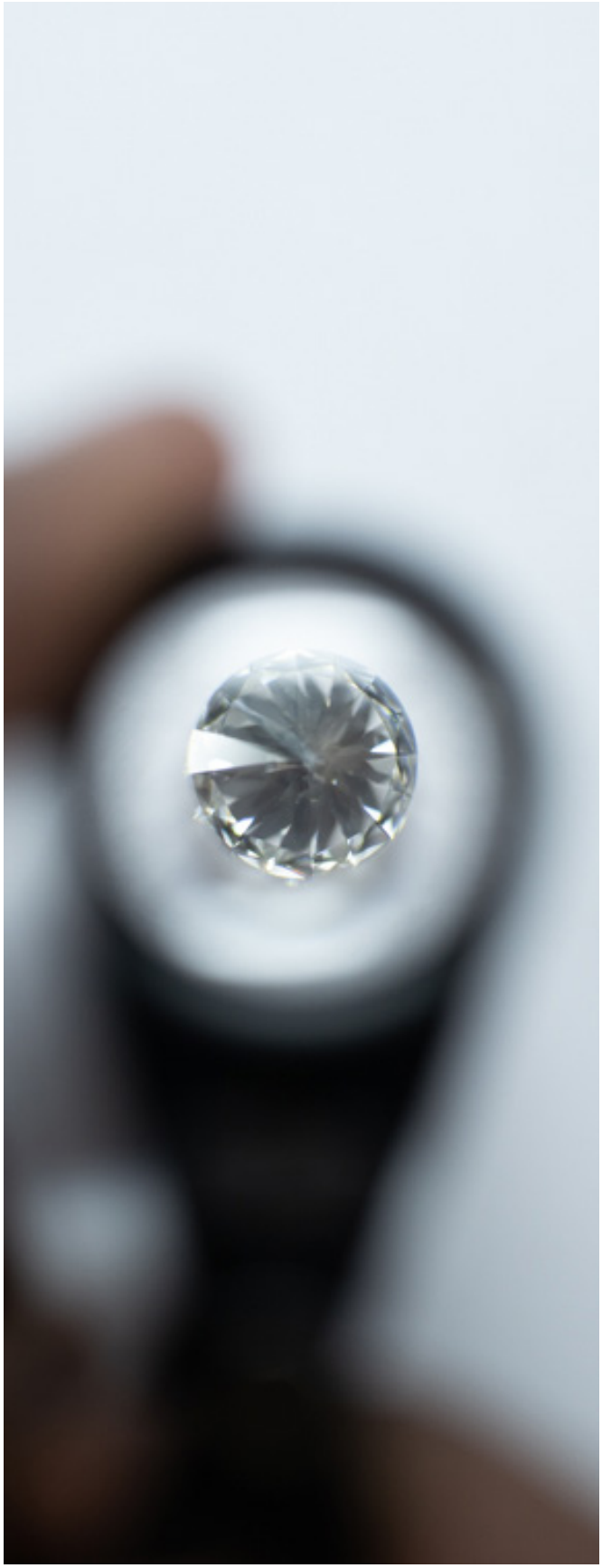
We participate in the World Diamond Council's (WDC) System of Warranties (SoW), a voluntary industry self-regulation programme that extends responsible sourcing assurances throughout the supply chain. The SoW guidelines have been expanded to reference internationally accepted principles on human and labour rights, anti-corruption and anti-money laundering, and we complete the annual self-assessment as part of our commitment to ethical trading.

## OECD

Our supplier due diligence programme is aligned with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, which provides step-by-step recommendations to help companies identify, prevent, mitigate and account for adverse impacts associated with sourcing minerals.

## The way forward

We will continue to strengthen our Product Integrity framework by enhancing traceability, deepening supplier engagement and integrating advanced digital tools to provide more real-time, auditable insights across the value chain. We will continue to build on existing due diligence and industry partnerships to anticipate emerging risks and maintain the trust of our stakeholders.



# PILLAR 3 : SOCIAL STEWARDSHIP

*Supporting people and communities through inclusive workplaces, skills development and a continued commitment to human rights and wellbeing.*

At Dimexon, our employees, communities and customers are central to the strength and continuity of our business. The skill and dedication of our workforce, the trust of our customers and the support of the communities in which we operate collectively aid responsible growth and long-term value creation. Our key social KPIs provide leading indicators of workforce stability, capability strength, inclusivity, and associated operational and reputational risks.



| KEY PERFORMANCE INDICATORS | MATERIAL TOPICS | ALIGNED UN SDGs |
|---|---|---|
| **KPI 9** – Percentage of women in workforce/leadership<br>**KPI 10** - Percentage of employees completing ESG/ethics training<br>**KPI 11** – Employee Satisfaction Score | 9 Talent attraction and retention<br>10 Diversity and inclusion<br>11 Health, safety and employee wellbeing<br>12 Labour management<br>13 Workers in the value chain<br>14 Human rights<br>15 Customer centricity<br>16 Impact on communities |  |

## KEY HIGHLIGHTS

**78.7%**
of our employees are female

**7,183 hours**
Total training hours, up 78% year-on-year

**100%**
of employees completed ESG/ethics training

**92%**
Return-to-work rate from parental leave

**Zero**
fatalities recorded during the year

**100%**
of employees received performance and career development reviews during the year

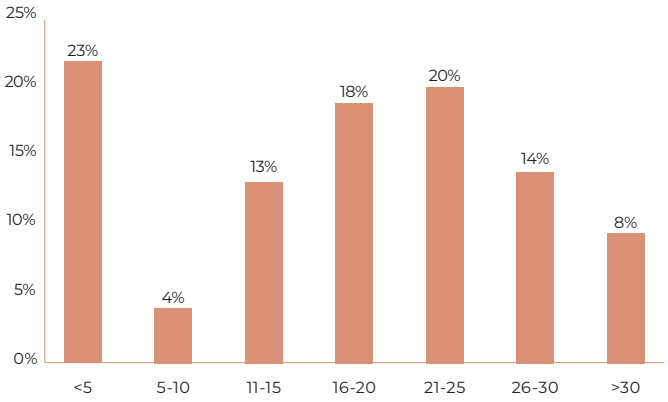
**59%**
Employee engagement score

**100%**
of security personnel trained in human rights policies and procedures

# MATERIAL TOPIC 9 | TALENT ATTRACTION AND RETENTION

We have an exceptionally high employee retention rate, with more than 70% of our staff having been with the company for more than 10 years.

**EMPLOYEE TENURE AT DIMEXON (IN YEARS)**




**OUR IMPACT**

- A sustained focus on training and skill development fosters continuous improvement and enables employees to realise their full potential. (A)
- While attrition may fluctuate in line with industry cycles, our employee-centric governance framework supports stability across key roles. (A)

**RISKS AND OPPORTUNITIES**

- (+) Training initiatives equip employees with capabilities aligned with evolving industry requirements, strengthen our internal leadership pipeline and reduce reliance on external hiring.
- (+) By investing in career progression and development, Dimexon strengthens retention of skilled talent and enhances its ability to attract high-calibre professionals.

## Our management approach

Talent attraction and retention are managed through structured workforce planning and formalised performance management systems.

## Performance, rewards and workplace culture

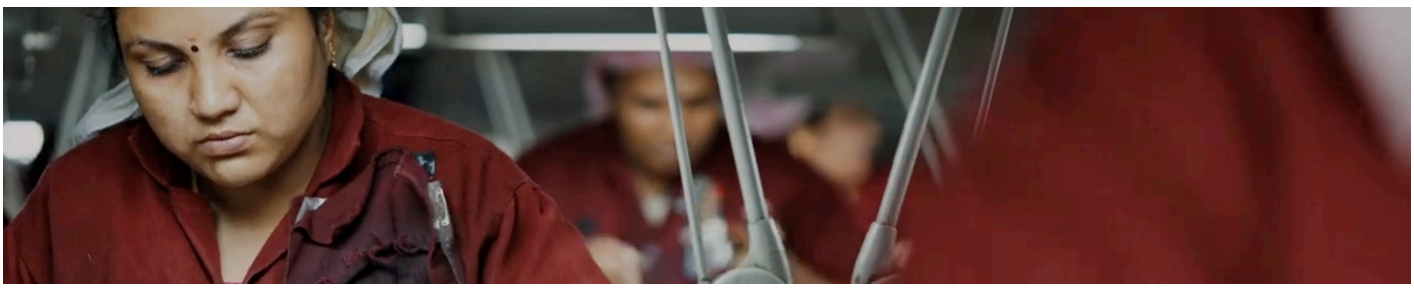
All employees undergo a structured performance evaluation process that aligns individual objectives with organisational priorities, supporting career progression planning and capability enhancement.

Our compensation framework reinforces fairness and accountability, guided by the principle of equal remuneration for work of equal value and compliance with applicable wage regulations across all operating locations. Employees benefit from production-linked incentives and performance-based variable pay, while managerial roles are supported through annual achievement-linked bonuses. This approach ensures that contributions are recognised transparently and equitably.

1:0.998

Ratio of average salary paid to male employees to that of female Staff and Workers at Coimbatore

We promote an inclusive workplace culture through engagement initiatives that celebrate diversity, encourage participation across locations and strengthen a shared sense of purpose. To reinforce employee engagement and retention, last year we introduced Engage 360, an initiative developed to strengthen organisational culture by creating consistent platforms for employee participation. A key component of the programme is the quarterly Rewards and Recognition framework, which acknowledges employees for their contributions across innovation, project execution, teamwork and long-term commitment.



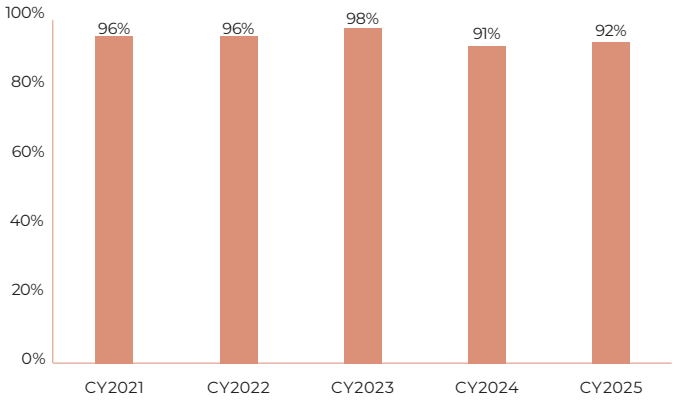
# MATERIAL TOPIC 9 | TALENT ATTRACTION AND RETENTION

## Employee engagement

Employee engagement activities were conducted during the year to strengthen team cohesion and workplace morale. Cultural observances, including Durga Pooja celebrations, were organised to encourage inclusivity and workforce participation across diverse employee groups.

*We encourage employees to express their concerns through our grievance redressal policy without fear of retaliation, ensuring timely review and resolution. Read more about this policy on page 71.*

**RETURN-TO-WORK RATE OF EMPLOYEES FOLLOWING PARENTAL LEAVE**




## Employee learning and development

All employees participate in structured training programmes aligned with operational risks and sustainability commitments. Training coverage and participation are monitored through defined KPIs, and content is regularly updated to reflect regulatory developments and emerging risks.

**7,183**

Total training hours (excluding contract workers and NAPs) up 78% year-on-year

**3.37**

Average number of training hours per employee

**100%**

of employees received performance and career development reviews during the year



# MATERIAL TOPIC 9 | TALENT ATTRACTION AND RETENTION

**TRAINING PROGRAMMES CONDUCTED DURING 2025**

| TRAINING PROGRAMME | TOPICS COVERED |
|---|---|
| **Business Sustainability Training (Management staff)** | 1. Money laundering and financing of terrorism<br>2. Bribery and facilitation payments<br>3. Dealing with third-party travel, gifts and entertainment<br>4. Disclosure of diamonds and contamination points<br>5. Policies on: Health and safety, human rights, forced labour, child labour, non-discrimination policy, collective bargaining and trade union, equal employment and drugs and alcohol, Dimexon's policies, workplace policy<br>6. Committees: Sexual Harassment, Grievance Redressal<br>7. WHO guidelines on contagious diseases<br>8. Environment: Environmental protection, waste and emissions, usage of energy and natural resources |
| **General Awareness for Health and Safety** | General awareness for office health and safety, emergency evacuation |
| **Fire Equipment Operating Procedures** | Roles and responsibilities of team members, fire equipment's operating procedures |
| **Chemical Safety** | Safe handling, usage and disposal of chemicals at workplace |
| **Internal Complaints Redressal Committee (ICRC) Meeting Quarterly** | Through this ICRC committee presentation meeting, the team got full knowledge about the roles, rules, and regulations of the committee |
| **Gender Responsive Procurement** | This session was a collaboration between WJI 2030, UN Women and UN WEPs |
| **WJI 2030** | Legal insights for the Watch & Jewellery Initiative 2030 (WJI 2030), navigating compliance, corporate reporting, and due diligence requirements confirmation |
| **Energy Security and Decarbonisation** | Verdantix's "Aligning energy security and decarbonisation for long-term resilience" |

# MATERIAL TOPIC 9 | TALENT ATTRACTION AND RETENTION

**164 hours**

Training provided to contract workers

**230,000+**

Training hours provided under NAPs

**TARGETS & PERFORMANCE**

| | Target completion date | Status |
|---|---|---|
| An average annual minimum of 4 hours of ESG-related training per employee | 2026 | In progress |

In 2025, our Coimbatore facility onboarded 250 undergraduate trainees and provided them with structured training across core manufacturing processes prior to their induction into operations. The programme delivered approximately 18,000 training days, strengthening workforce capability and reinforcing our commitment to systemic skill development.

The NAPs training programme provides trainees with a structured introduction to the organisation and its operations. It includes an induction covering the company's background, an overview of the overall business process, familiarisation with HR policies and workplace guidelines, and training on safety procedures and compliance requirements. Trainees also receive hands-on, on-the-job training tailored to the specific production processes in which they are deployed, enabling them to build practical skills while adhering to operational and safety standards.

## The way forward

We will continue to strengthen our talent and engagement frameworks by deepening skills development, enhancing feedback mechanisms and reinforcing recognition systems to ensure our workforce remains motivated, future-ready and aligned with Dimexon's long-term sustainability objectives.



# MATERIAL TOPIC 10 | DIVERSITY AND INCLUSION

A diverse and inclusive workforce strengthens organisational resilience and decision-making. We believe that a workplace reflecting varied experiences and perspectives enables stronger judgement, more balanced decisions and long-term stability. Ensuring that every individual is treated with dignity and has equal opportunity to grow remains central to our social responsibility.

## Our management approach

Diversity and inclusion are governed through our Human Rights Policy, Code of Conduct and related employment frameworks. These policies prohibit discrimination and harassment in any form and apply across all stages of the employee lifecycle, including recruitment, remuneration, training, promotion and separation. Structured hiring and performance evaluation processes are implemented to ensure merit-based decision-making and equitable access to career opportunities.

**OUR IMPACT**

- Promoting diversity and inclusion ensures equitable treatment and access to opportunities across the organisation. (A)
- Workplace harassment can undermine psychological safety, adversely affecting employee morale, engagement and productivity. (P)

**RISKS AND OPPORTUNITIES**

- (!) Discrimination in recruitment, promotion, disciplinary processes or termination decisions compromises fairness and may result in violations of fundamental labour and human rights principles.
- (!) Failure to implement effective harassment prevention and grievance mechanisms may increase attrition risk, legal exposure and reputational vulnerability.
- (+) Advancing gender-inclusive practices strengthens workforce diversity, enhances organisational transparency and reinforces Dimexon's positioning as an equitable employer.

## Representation and workplace equity

We are committed to fostering a workforce that reflects diversity in gender, age and abilities. Our focus extends to enabling meaningful participation of employees with disabilities and individuals from vulnerable groups through appropriate role allocation and workplace support mechanisms.

Gender equality remains a priority across recruitment, career advancement and remuneration. We ensure the provision of statutory maternity benefits and maintain safe working conditions across all locations in accordance with applicable legal requirements.

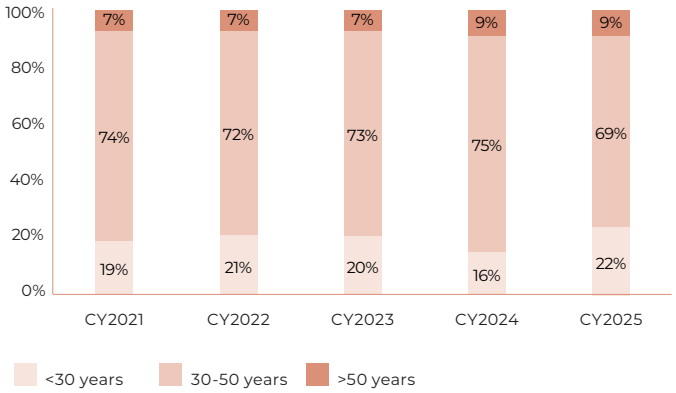
Workplace dignity and safety are reinforced through Prevention of Sexual Harassment (POSH) training, defined reporting channels and formal grievance redressal procedures. Our Women's Wing and Sexual Harassment Committee, comprising single points of contact (SPOCs), female employees and management, convene quarterly to address concerns, review policies and implement preventive measures. Concerns related to discrimination or harassment are addressed through established review and escalation mechanisms.



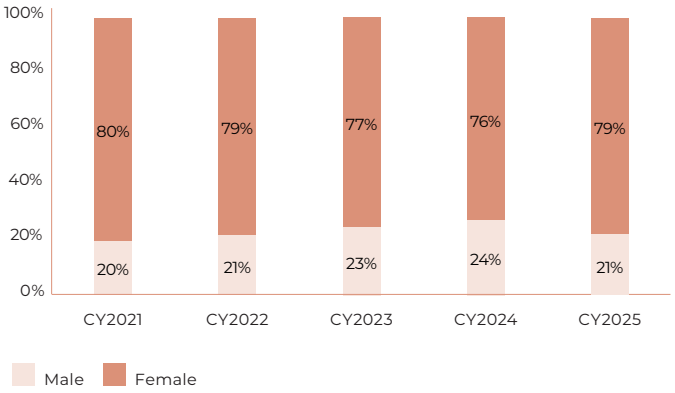
# MATERIAL TOPIC 10 | DIVERSITY AND INCLUSION

## Diversity in age and gender

**TOTAL EMPLOYEES BY AGE GROUP**




**TOTAL EMPLOYEES BY GENDER**




**17%**

of our managerial staff members are female

## CASE STUDIES

**International Women's Day 2025**

This International Women's Day, we underscored our commitment to the wellbeing of every member of our workforce by organising targeted health-focused activities at our manufacturing facility in Coimbatore. At this event, complimentary health checks were provided to all employees, reinforcing the importance we place on physical wellbeing as part of an inclusive and equitable workplace.

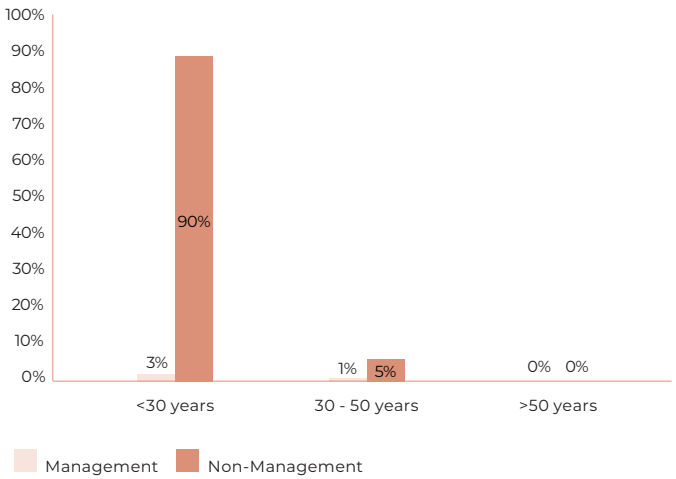




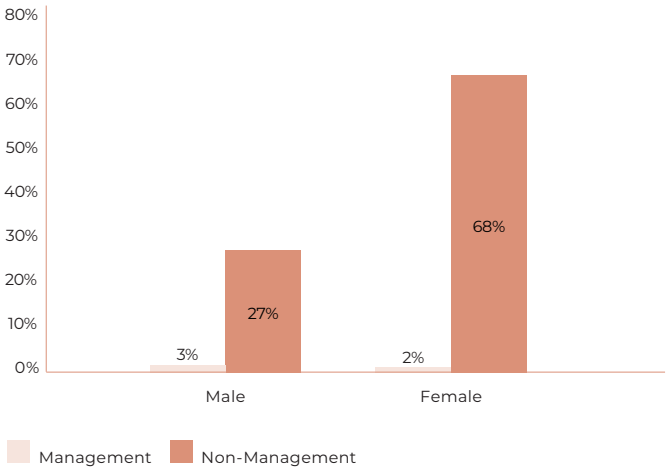

# MATERIAL TOPIC 10 | DIVERSITY AND INCLUSION

## Employee turnover by age and gender

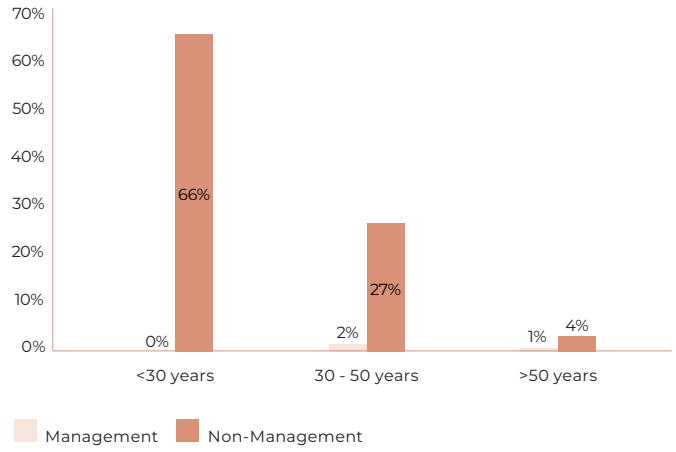
### NEW HIRES BY AGE



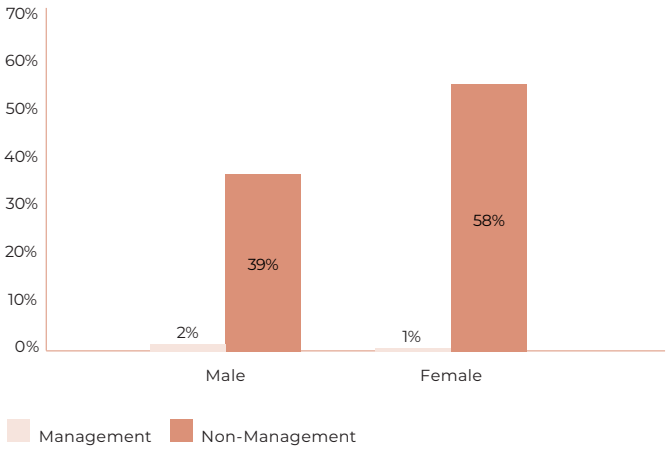

### NEW HIRES BY GENDER




### EMPLOYEE TURNOVER BY AGE




### EMPLOYEE TURNOVER BY GENDER




## Employees with disabilities/vulnerable groups

We take pride in supporting disabled employees and have 16 staff members with disabilities (3 male and 13 female) working across departments. We actively promote the inclusion of employees with diverse abilities, embracing variations in speech, hearing, manual dexterity and mobility. Employees with disabilities are represented across operational departments, including Central Rough Assortment, Maintenance, and Cutting and Polishing. Their contributions strengthen operational performance and reinforce our commitment to inclusive employment practices.

## The way forward

Looking ahead, we aim to advance workforce diversity at all levels, enhance leadership representation and create an environment where accessibility, inclusion and equal opportunity are consistently realised in practice.

### TARGETS & PERFORMANCE

| | Target completion date | Status |
|---|---|---|
| Conduct a third-party Diversity & Inclusion survey | 2026 | In progress |

# MATERIAL TOPIC 11 | HEALTH, SAFETY AND EMPLOYEE WELLBEING

**OUR IMPACT**

- Comprehensive employee wellbeing initiatives contribute to higher levels of engagement and overall job satisfaction. (A)
- Manufacturing operations, if not properly managed, may expose employees to occupational health and safety risks. (P)

**RISKS AND OPPORTUNITIES**

- (!) Exceeding regulated overtime limits or failing to ensure adequate rest periods may result in non-compliance with labour laws and adversely impact employee wellbeing and organisational trust.
- (!) Non-compliance with health and safety standards may result in operational disruption, financial penalties and heightened legal and reputational risk.
- (+) Investment in employee wellbeing programmes supports workforce stability, enhances productivity and reduces long-term recruitment and training costs.

## Our management approach

Our Occupational Health and Safety (OHS) Policy and Management System forms the foundation of our preventive approach. The system is designed to identify workplace hazards, ensure regulatory compliance and strengthen risk mitigation measures across facilities. Health and safety performance is monitored through periodic operational assessments, with identified risks addressed through timely corrective actions.

## Health and safety

A dedicated Safety Committee, comprising cross-functional representatives, meets quarterly to review OHS performance, oversee corrective measures and reinforce a culture of shared accountability.

All employees receive general health and safety training to ensure awareness of workplace protocols and hazard prevention practices. Selected employees undergo specialised training delivered by qualified external professionals where role-specific expertise is required. Regular mock drills are conducted to strengthen emergency preparedness and response capability.

During the year, we recorded one work-related injury involving a scanning operator. The employee received immediate medical attention. A root cause analysis was conducted and corrective actions have been implemented.

**100%**

of our employees are covered under our OHS management systems

**Zero**

fatalities recorded during the year

Our Coimbatore facility conducted a comprehensive health check-up programme covering 92.5% of employees. Individual medical assessments were followed by tailored guidance on preventive care and recommended follow-up actions, supporting early identification and management of health conditions.

Additional health initiatives included:

- Yoga training sessions covering 100 employees
- A breast cancer awareness and screening programme, with 156 individuals participating, promoting preventive healthcare and early detection



# MATERIAL TOPIC 11 | HEALTH, SAFETY AND EMPLOYEE WELLBEING

**Quality and Safety Month 2025**

At our Coimbatore manufacturing facility, we conducted a Quality & Safety Month as a focused capability-building initiative to reinforce operational discipline and workplace safety. The programme was designed to strengthen awareness, preparedness and accountability through structured learning, expert-led discussions and practical simulations. Employees across functions participated in sessions covering quality systems, risk prevention and safe operating practices, supported by knowledge-based assessments and emergency response drills to reinforce consistent application on the shop floor. Insights from these activities are being used to inform ongoing training priorities, procedural refinements and quality assurance practices.




110

guest speakers during Quality & Safety Month

800+

participants in the Quality & Safety Month quiz

1,700+

participants in the Quality & Safety Month mock drills





# MATERIAL TOPIC 11 | HEALTH, SAFETY AND EMPLOYEE WELLBEING

**Advancing employee wellbeing through holistic health initiatives**

As part of our commitment to employee health and wellbeing, we organised a targeted wellness session at our Coimbatore facility to promote holistic health awareness among employees. The session focused on practical strategies for maintaining physical and mental wellbeing. Over three days, 30 members of staff engaged in classes on Sudarshan Kriya and Pranayama breathing techniques, yoga, meditation and practical wisdom philosophy, reinforcing our broader emphasis on a safe, supportive and health-conscious work environment.





## Employee wellbeing

Beyond operational safety, our approach extends to regulated working conditions and employee welfare. Compliance with statutory working hours and mandated rest periods forms part of our labour governance framework, supporting both legal alignment and employee wellbeing.

All employees are provided with social protection benefits in accordance with local legal requirements. In India, this includes contributions to the Employees' Provident Fund (EPF) and company-sponsored mediclaim coverage. In Antwerp, employees are covered under applicable social insurance frameworks. Family-friendly provisions, including statutory family leave and on-site crèche facilities at manufacturing locations, further support workforce stability.

# MATERIAL TOPIC 11 | HEALTH, SAFETY AND EMPLOYEE WELLBEING

**Our first employee engagement survey**

In 2025, we conducted a comprehensive employee engagement survey. This includes workforce wellbeing, safety culture, diversity and ethical labour practices.

The survey evaluated engagement drivers across multiple dimensions, including business confidence, work environment, leadership direction and career development. The assessment covered quantitative and qualitative inputs, with deep-dive analysis across country, entity, employee subgroup, department, location and tenure categories.

At Dimexon, employee wellbeing remains a core pillar of our ESG framework, reflecting our commitment to fostering a safe, inclusive, and engaging workplace. Our approach to wellbeing is holistic, encompassing physical, emotional, financial, and social dimensions, and enabling employees to thrive both personally and professionally.

**Our approach to wellbeing**

We recognise that employee wellbeing is directly linked to engagement, productivity, and long-term organisational sustainability. Our wellbeing strategy is anchored on:

- **A healthy and safe work environment:** Ensuring high standards of hygiene, infrastructure, and ergonomic workplace design
- **Mental wellbeing:** Supporting employees in managing workloads effectively and fostering a stress-free work culture
- **Enabling Infrastructure:** Providing reliable IT tools and resources to enhance efficiency and reduce workplace friction
- **People-Centric Culture:** Encouraging openness, inclusivity, and care through leadership and managerial practices

**Performance Highlights**

Insights from our latest employee engagement survey demonstrate that wellbeing continues to be a key strength area for the organisation:

- The Wellbeing Index stands at 3.96/5, one of the highest across all drivers
- Strong positive scores were observed across:
  - Workplace hygiene and safety
  - Infrastructure and ergonomics
  - IT enablement
  - Employees' ability to manage mental wellbeing during high-pressure periods

Insights from the survey are being integrated into workforce planning, leadership focus areas and ongoing employee engagement initiatives.

59%

Employee engagement score

96%

Response rate

**TARGETS & PERFORMANCE**

| | Target completion date | Status |
|---|---|---|
| Conduct a third-party employee engagement survey | 2025 | 100% achieved |
| Initiate regular employee surveys | 2027 | 100% achieved |

## The way forward

We will continue to strengthen workplace safety through targeted training and consistent monitoring of compliance with health and labour standards. Ongoing improvements to safety oversight and employee welfare practices will remain central to protecting our workforce and maintaining stable operations.

# MATERIAL TOPIC 12 | LABOUR MANAGEMENT

**OUR IMPACT**

- Respecting freedom of association and enabling worker representation mechanisms support constructive dialogue, improved labour conditions and collective engagement. (A)

**RISKS AND OPPORTUNITIES**

- (!) Interference with employees' rights to join external trade unions or worker associations may negatively impact morale and expose the company to reputational risk.

## Our management approach

Labour governance is guided by established policies and formal communication channels, enabling structured dialogue between management and employees. We recognise worker representation mechanisms as an important component of maintaining mutual trust and long-term workforce stability.

## Collective bargaining and structured dialogue

At our manufacturing unit in Coimbatore, wage and bonus settlements for non-management employees are determined through collective bargaining. Employees have the right to join trade unions, enabling formal representation in structured discussions with management. Trade unions submit a charter of demands covering wages, workload, incentives and welfare provisions, which are reviewed through structured negotiations with elected representatives. Each demand is assessed with reference to applicable labour regulations, operational requirements and principles of fairness to ensure balanced and sustainable outcomes.

In 2023, a five-year wage settlement agreement was concluded at the Coimbatore unit with the approval of all trade unions and their members. The agreement provides clarity on compensation structures and supports workforce stability over the agreed period.

We have not identified any operations or supplier relationships where workers' rights to freedom of association or collective bargaining are restricted or assessed as being at significant risk. In the event of significant operational changes, Dimexon provides a minimum notice period of one month to employees, in accordance with the certified standing orders framed under the Industrial Employment (Standing Orders) Act, 1946. The notice period provisions have been defined in consultation with recognised trade unions and are formally documented within the standing orders.

## The way forward

We will continue to strengthen structured engagement with worker representatives and ensure timely review of wage settlements and labour practices. Ongoing dialogue and compliance monitoring will remain central to maintaining stable and transparent labour relations.



# MATERIAL TOPIC 13 | WORKERS IN THE VALUE CHAIN

**OUR IMPACT**

- Inadequate labour practices, including excessive working hours, unfair wages, restricted collective bargaining or insufficient health and safety standards may create operational, legal and reputational risks across the value chain. (P)

**RISKS AND OPPORTUNITIES**

- (!) Gaps in human rights due diligence within our value chain, especially concerning fair wages, working hours, freedom of association and occupational safety, may elevate risks of operational disruption and reputational harm.

## Our management approach

Our approach to labour practices in the value chain is embedded within our supplier governance and ESG due diligence processes. We assess labour-related risks as part of our ESG due diligence procedures. This includes reviewing supplier policies, screening for regulatory compliance and evaluating potential risk indicators based on geography and operational profile. Where gaps are identified, we engage with suppliers to implement corrective measures within defined timelines. Persistent non-compliance may result in escalation in accordance with our supplier governance procedures.

## Risk management in the value chain

We integrate labour expectations within our broader supplier governance framework. We expect our suppliers to comply with applicable labour laws and uphold standards relating to fair wages, regulated working hours, freedom of association and safe working conditions. These expectations are communicated during supplier onboarding and reinforced through contractual requirements and ongoing engagement.

Labour-related considerations are embedded into our supplier evaluation and monitoring processes, with enhanced due diligence, review frequency and engagement applied to suppliers assessed as higher risk. This enables a more targeted allocation of oversight and supports timely identification and mitigation of potential labour-related issues.

## The way forward

We will further institutionalise labour risk oversight across our supplier base by deepening supplier audits and assessments, standardising assessment protocols, strengthening due diligence and enhancing the frequency and rigour of monitoring. Strengthening remediation frameworks and formalising corrective action tracking will remain key priorities as we advance accountability and transparency across our value chain.



# MATERIAL TOPIC 14 | HUMAN RIGHTS

**OUR IMPACT**

- The use of child labour undermines fundamental human rights and restricts access to education and safe development opportunities. (P)
- Forced labour constitutes a serious violation of human rights and is associated with exploitative and unsafe working conditions. (P)

**RISKS AND OPPORTUNITIES**

- (!) The engagement of child or underage workers may result in regulatory penalties, legal liabilities and significant reputational damage.
- (!) Any involvement in forced or involuntary labour practices may expose the company to legal sanctions, supply chain disruption and reputational harm.

## Our management approach

Our Human Rights Policy is aligned with internationally recognised human rights principles and establishes clear standards relating to non-discrimination, freedom of association, prohibition of child and forced labour, and access to grievance mechanisms. Human rights considerations are integrated into our operational policies, recruitment procedures and supplier governance processes. Oversight mechanisms support consistent application of these standards across locations.

## Human rights due diligence

Our human rights due diligence process ensures that we operate responsibly and sustainably, safeguarding the rights of all individuals and communities impacted by our operations. This includes risk-based evaluation of our operational activities, documentation review and structured monitoring processes. Where potential concerns are identified, corrective actions are implemented within defined timelines. Escalation procedures are applied where remediation is not adequately addressed.

We collaborate closely with our suppliers to ensure the provision of safe and fair working conditions for all, with particular emphasis on safeguarding vulnerable groups. Through ongoing monitoring and proactive remediation efforts, we are committed to addressing diverse human rights challenges, including ensuring access to grievance mechanisms. We maintain a strict zero-tolerance stance toward child labour, forced labour and harassment across our operations. Age verification and pre-employment checks form part of our recruitment controls to prevent underage employment.

*Read more about our human rights policy on page 71 and at dimexon.com.*

**Zero**

cases of child or forced labour recorded during the year

## Targeted training and awareness

Human rights awareness is reinforced through structured training programmes. Employees receive guidance on expected conduct and reporting channels, while security personnel at our Coimbatore manufacturing unit undergo quarterly training to ensure that screening and gate procedures are conducted professionally and without discrimination or harassment. In the event of an incident, the security personnel are trained to refer individuals to the appropriate department, maintaining a structured and fair approach. This training emphasises respectful engagement, non-discriminatory conduct and appropriate escalation protocols where required.

**590**

employees received training on human rights

**100%**

of security personnel trained in human rights policies and procedures

## The way forward

We will continue to strengthen our human rights due diligence processes, refine risk assessment methodologies and enhance training coverage across relevant functions. Our priorities are to maintain zero fatalities, reduce injury rates and ensure fair working conditions across our operations and value chain, in line with WJI 2030 standards. Ongoing review of our Human Rights Policy will ensure alignment with evolving regulatory expectations and emerging risk areas.

# MATERIAL TOPIC 15 | CUSTOMER CENTRICITY

**OUR IMPACT**

- Responsible sourcing, traceability and transparent ESG practices strengthen Dimexon's value proposition to customers seeking ethically assured products. (A)

**RISKS AND OPPORTUNITIES**

- (+) Sustained focus on product integrity, provenance and social responsibility enhances brand credibility and supports long-term market competitiveness.

## Our management approach

We engage with customers through structured and ongoing dialogue to understand evolving expectations related to regulatory compliance and ESG performance. Information on provenance verification, supplier standards and compliance controls is communicated transparently through formal documentation and client interactions.

Dedicated channels are in place to facilitate customer feedback, queries and grievance reporting. All concerns are reviewed through defined escalation protocols to ensure timely clarification, appropriate corrective action and continuous improvement.

*Read more about our approach to digital systems supporting customer engagement on page 43.*

## The way forward

We will further advance transparency in customer engagement by enhancing disclosure practices and strengthening structured feedback mechanisms to remain responsive to evolving regulatory and market expectations. Reinforcing customer trust and accountability will remain fundamental to sustaining our long-term position within the value chain.



# MATERIAL TOPIC 16 | IMPACT ON COMMUNITIES

**OUR IMPACT**

- Our CSR activities are focused on community development, primarily in the areas of education, healthcare and women empowerment. (A)
- Responsible community engagement by value chain partners can contribute to broader regional economic development and shared value creation. (P)

**RISKS AND OPPORTUNITIES**

- (+) Structured community-needs assessments support more effective allocation of CSR resources and improve impact evaluation.

## Our management approach

At Dimexon, community engagement is embedded within the Board's broader vision of responsible growth and long-term value creation. The Board has identified social impact as a strategic priority, recognising that long-term business performance is intrinsically linked to the wellbeing of the communities in which we operate. The Board's strategy emphasises sustained, measurable impact over short-term visibility. Oversight is exercised through defined strategies and periodic reviews that assess both effectiveness and alignment with corporate objectives.

## Community engagement

Community engagement at Dimexon will continue to be shaped by structured planning, stakeholder consultation and periodic internal review. Programme selection is anchored in alignment with local priorities and their potential to deliver sustained, measurable impact rather than short-term visibility.

We will further strengthen ongoing dialogue with local stakeholders to help us assess evolving needs and identify areas where our interventions can contribute meaningfully. These insights will guide programme design, resource allocation and continuous refinement.

Our efforts will remain focused on areas that advance social mobility and community wellbeing, particularly in the areas of education, healthcare and women empowerment. These focus areas will continue to reflect the socio-economic context of our operating regions and support our objective of fostering stable, inclusive growth.

**TARGETS & PERFORMANCE**

| | Target completion date | Status |
|---|---|---|
| Community needs assessment for all new Corporate Social Responsibility (CSR) projects | 2026 | In progess |

## The way forward

Going forward, we will strengthen our ability to measure the impact of our initiatives and use those insights to guide our next phase of action. We intend to work more closely with our partners and communities, strengthen the impact of our programmes and continue contributing meaningfully to the long-term wellbeing of the communities we serve.



# PILLAR 4 : RESPONSIBLE BUSINESS CONDUCT

*Embedding accountability, ethical governance and responsible practices across our operations, partnerships and value chain.*

At Dimexon, governance is the foundation that translates our values into disciplined actions. Clear oversight, robust internal controls and defined accountability ensure ethical conduct, responsible sourcing and transparency across our operations and value chain. This structured approach enables effective risk management while strengthening stakeholder trust.

Our leadership in responsible sourcing is reflected in long-standing global affiliations. We have been a De Beers Global Sightholder since 1976 and a Rio Tinto Select Diamantaire since 2007, upholding rigorous operational and ethical standards. As a member of the Kimberley Process Certification Scheme (KPCS) since its inception in 2003, we remain committed to eliminating conflict diamonds from the global supply chain. Our membership in the Responsible Jewellery Council (RJC) since 2006 further strengthens our commitment to responsible sourcing, environmental stewardship and industry-wide transparency. Additionally, our CEO Rajiv Mehta serves on the Board of the World Diamond Council (WDC) and chairs the ESG Committee of the Watch & Jewellery Initiative 2030.

| KEY PERFORMANCE INDICATORS | MATERIAL TOPICS | ALIGNED UN SDGs |
|---|---|---|
| **KPI 12** – Number of substantiated compliance breaches | 17 Business Conduct<br>18 Data Privacy and Security<br>19 Innovation, Research and Development, Adoption of New Technologies |  |

## KEY HIGHLIGHTS

**Certified RJC member**

Successfully achieved recertification for another three years (June 30, 2025 to June 30, 2028)

**First IFRS signatory**

First diamond company worldwide to voluntarily sign on to the International Financial Reporting Standards (IFRS)

**World Diamond Council member**

since 2014, with our CEO Rajiv Mehta serving on its Board

**De Beers Sightholder**

It has been 50 years since Dimexon became a Sightholder in 1976

**Zero**

cases of bribery or corruption in 2025

**Zero**

compliance breaches in 2025

**CXO-led organisation**

Executive leadership structure led by senior leaders with clear accountability

# PILLAR 4 : RESPONSIBLE BUSINESS CONDUCT

## Board of Directors

Our Board of Directors provides strategic leadership and oversight, embedding strong governance, ethical conduct and sustainable considerations into decision-making. The Board oversees risk management, compliance and performance and the effective management of actual and potential conflicts of interest, guided by regular reviews of policies, emerging regulations and industry developments. Critical concerns are escalated to the Board through defined reporting mechanisms to ensure timely oversight and action. Dimexon has established a comprehensive CXO-led governance structure, formalising executive accountability across functions and strengthening enterprise-wide strategic oversight. Independent judgement, diverse perspectives and the presence of Non-Executive Directors strengthen accountability. Our board includes two non-executive Directors who provide valuable external perspectives, ensuring a balanced and accountable decision-making process. Women currently represent 12.5% of the Board.

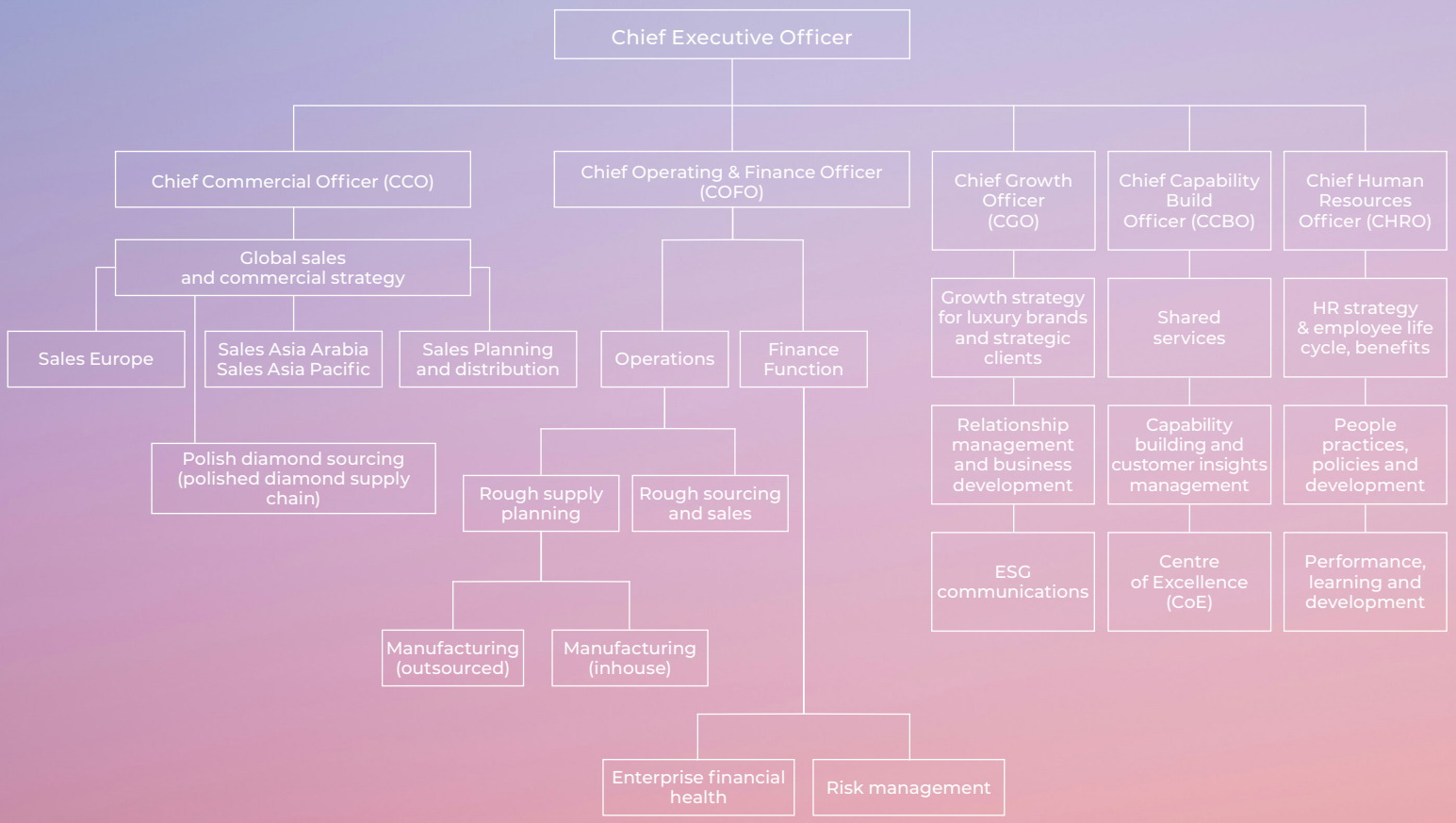
## Governance framework

Our governance framework, overseen by the Board, embeds accountability, ethics and sustainability into decision-making, supporting disciplined growth and resilience in a changing regulatory and business environment.

33%

of our CXO-suite members are female

## DIMEXON'S CXO-LED ORGANISATIONAL STRUCTURE



# PILLAR 4 : RESPONSIBLE BUSINESS CONDUCT

## Sustainability governance

Our Board of Directors holds the ultimate accountability for sustainability, integrating ESG into strategy, risk management and decision-making. Senior management drives implementation, supported by clear policies, controls and performance monitoring. Our framework enables systematic identification and management of ESG impacts, risks and opportunities, while annual ESG training and upcoming self-learning modules ensure consistent understanding and accountability across the organisation.

**SUSTAINABILITY GOVERNANCE FRAMEWORK**

| | |
|---|---|
| **Board of Directors** | Hold overall accountability for sustainability governance, overseeing the integration of ESG considerations into Dimexon's vision |
| **ESG Steering Committee (CXOs)** | This committee sets strategic direction, monitors progress and ensures the successful execution of Dimexon's ESG objectives; comprises members from Global Advisory |
| **Chief Growth Officer (CGO)** | The CGO oversees the implementation of sustainability initiatives aligned with the Board's ESG vision; the CGO works closely with the ESG Steering Committee and the ESG Programme Manager |
| **ESG Programme Manager** | The ESG Programme Manager provides performance insights to the CGO, is responsible for guiding the ESG Working Group, and ensures consistent execution across multiple sites |
| **ESG Working Group** | This Group identifies, implements and reports on ESG initiatives, is led by the ESG Programme Manager whose progress is reviewed by the ESG Steering Committee |



SUSTAINABILITY GOVERNANCE
IS ABOUT DISCIPLINE AND CREDIBILITY.
AMBITION ALONE DOES NOT CREATE
IMPACT – SYSTEMS DO.
WHEN ESG OVERSIGHT IS EMBEDDED
INTO HOW WE EVALUATE RISK,
APPROVE INVESTMENTS,
SELECT PARTNERS AND MEASURE PERFORMANCE,
IT ENSURES THAT OUR COMMITMENTS
ARE NOT STATEMENTS, BUT STANDARDS
WE HOLD OURSELVES TO EVERY DAY.
STRONG GOVERNANCE GIVES US
THE CLARITY TO CONFRONT GAPS HONESTLY,
THE STRUCTURE TO CORRECT THEM
AND THE CONFIDENCE TO GROW RESPONSIBLY
IN A RAPIDLY EVOLVING ENVIRONMENT.

**MORGANE WINTERHOLER**, CHIEF GROWTH OFFICER

# MATERIAL TOPIC 17 : BUSINESS CONDUCT

Ethical conduct underpins how we operate and maintain trust across our value chain. We maintain a zero-tolerance approach to unethical behaviour, guided by clear principles and strong governance oversight. These commitments define the standards we expect of ourselves and of our stakeholders.

**OUR IMPACT**

- A strong corporate culture at Dimexon fosters trust, collaboration and ethical behaviour across the organisation. (A)
- Ethical business practices strengthen transparency and accountability, reinforcing Dimexon's reputation and market credibility. (A)
- Protecting whistleblowers encourages the reporting of unethical practices, supporting integrity and responsible conduct. (A)
- Fair and transparent business practices, including timely payments, support supplier stability and long-term value chain relationships. (A)
- Corruption and bribery can undermine trust among stakeholders, including employees, communities and authorities, and weaken institutional credibility. (P)

**RISKS AND OPPORTUNITIES**

- (!) Failure to protect whistleblowers can result in retaliation, underreporting of misconduct, regulatory penalties, financial losses and reputational harm.
- (!) Bribery, facilitation payments or unethical conduct in interactions with customers or authorities can erode stakeholder trust and negatively impact Dimexon's market position and licence to operate.
- (+) A strong ethical culture enhances brand reputation, boosts employee engagement and builds stakeholder confidence.
- (+) Transparent and responsible supplier relationships enable sustainable sourcing, foster strategic partnerships and enhance long-term operational resilience.

## Our management approach

Our Code of Conduct and supporting policies establish clear expectations for all stakeholders, and are embedded into our operations. Clear reporting mechanisms, including whistleblower protections, ensure accountability without fear of retaliation, with oversight embedded in our governance framework and monitored by senior management and the Board.

## Anti-bribery Policy

Integrity is central to how we conduct business. Our anti-bribery and anti-corruption approach sets clear expectations, applies to the Board and all employees, and is reinforced through internal controls and awareness programmes. Facilitation payments or improper advantages are strictly prohibited.

During the reporting period, we did not engage in political contributions.

**Zero**

cases of bribery/corruption during the year

**Zero**

legal actions related to anti-competitive policies recorded during the year

## Human Rights Policy

Our Human Rights Policy sets clear expectations to safeguard the dignity, safety and fair treatment of employees, value chain workers, communities and consumers. It is aligned with leading international frameworks, including the Universal Declaration of Human Rights, the ILO Fundamental Conventions and the UN Guiding Principles on Business and Human Rights, the European Union's Corporate Sustainability Due Diligence Directive and OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, reflecting evolving regulatory expectations in the EU and globally.

We maintain a zero-tolerance approach toward child labour, forced or bonded labour, slavery and human trafficking, and are committed to avoiding any involvement in human rights violations, including in conflict-affected or high-risk areas. We also promote equal opportunity, fair labour practices and a workplace free from discrimination, harassment or bias, grounded in respect for all individuals.

*For more information, refer to our Human Rights Policy here.*

# MATERIAL TOPIC 17 : BUSINESS CONDUCT

**ADDITIONAL POLICIES UNDER THE HUMAN RIGHTS POLICY**

- CHILD LABOUR
- DISCRIMINATION
- EQUAL EMPLOYMENT
- FORCED LABOUR
- FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
- RESPECT OF WORKER'S RIGHT IN UNPRECEDENTED TIMES OF CRISIS
- RESPONSIBLE SOURCING
- RETALIATION
- WOMEN'S HUMAN RIGHTS

## Responsible Sourcing Policy

Responsible sourcing is central to maintaining trust in our products and in the wider diamond value chain. Our Responsible Sourcing Policy defines clear standards for ethical procurement and is aligned with recognised international frameworks, including the Kimberley Process Certification Scheme, the World Diamond Council's System of Warranties and the OECD Due Diligence Guidance. Through structured supplier due diligence and risk assessment, we prevent diamonds from conflict-affected or high-risk areas from entering our supply chain, strengthening traceability and safeguarding supply chain integrity.

*Read more about our approach to responsible sourcing on page 44 of the report. And for more information, refer to our Responsible Sourcing Policy here.*

## Grievance Redressal Policy

Our Grievance Redressal Policy ensures that all stakeholder concerns, including those raised by employees, workers in the value chain, suppliers, customers, business partners and communities, are addressed transparently and without retaliation. Our Grievance Redressal Committee reviews, investigates and resolves grievances in a timely and impartial manner, following defined procedures and escalation mechanisms. This approach fosters open dialogue and responsible resolution of issues, and reinforces trust across our value chain.

**OTHER KEY POLICIES**

- ANTI-MONEY LAUNDERING AND COUNTERFINANCING OF TERRORISM
- ENVIRONMENT
- KIMBERLEY PROCESS AND SYSTEM OF WARRANTIES
- PREVENTION OF SEXUAL HARASSMENT IN THE WORKPLACE
- PRODUCT DISCLOSURE
- PRODUCT SECURITY
- REMUNERATION
- USAGE OF SECURITY PERSONNEL
- WORKING HOURS

## Whistleblower mechanism

We maintain a formal, secure whistleblower mechanism that allows employees and external stakeholders to report unethical or improper conduct confidentially and without fear of retaliation. Managed by the Compliance Officer under defined protocols, all disclosures are investigated impartially and addressed promptly.

# MATERIAL TOPIC 18 : DATA PRIVACY AND SECURITY

Protecting personal and business data is essential to maintaining trust and safeguarding the integrity of our operations. As a company handling sensitive commercial information, we are committed to responsible data governance and robust information security practices.

**OUR IMPACT**

- Poor data protection can lead to identity theft, financial fraud and loss of trust among employees and customers. (P)

**RISKS AND OPPORTUNITIES**

- (!) A data breach could compromise sensitive customer or employee information, eroding trust, triggering regulatory action and resulting in reputational and financial harm.

## Our management approach

Our approach is guided by our Privacy Policy, which defines how personal data is collected, processed, stored and protected in line with applicable data protection laws. The policy has been formally implemented at Dimexon Antwerp NV since 2017, in accordance with the General Data Protection Regulation (GDPR). Across other entities within the Group, the policy is currently applied as a guiding framework, with full system integration and harmonisation progressing on a phased basis.

We manage data security through a combination of governance controls, technical safeguards and awareness-based measures appropriate to the current stage of implementation. For SAP systems, a dedicated Security Operations Centre (SOC) and Vulnerability Assessment and Penetration Testing (VAPT) reporting are provided by our cloud service provider (GCP), based on customer requirements and contractual arrangements. These controls support system monitoring, threat detection and incident response for SAP-hosted data.

For non-SAP systems, data security is primarily managed through defined access controls, internal protocols and procedural safeguards, supported by periodic reviews and employee awareness programmes. While formal third-party SOC or VAPT reporting is currently limited to SAP environments, we continue to strengthen governance practices and risk controls across non-SAP systems as part of the ongoing development of our data security framework.

*For more information, refer to our Privacy Policy here.*

**Zero**

data privacy and security breaches reported during the year

## Risk management

Risk management is an integral part of our strategic decision-making and operational execution. Our risk management approach includes proactively identifying and assessing risks to mitigate potential impacts and strengthen our business resilience.

Our Enterprise Risk Management (ERM) framework continuously monitors internal and external landscapes, identifying emerging risks and opportunities. This dynamic framework enables us to manage operations with integrity while protecting our business and stakeholders from emerging threats.

**RISK MANAGEMENT PROCESS**

IDENTIFY AND ASSESS POTENTIAL THREATS AND THEIR IMPACTS

↓

MAP RISK REDUCTION AND MITIGATION STRATEGIES

↓

IMPLEMENT OPTIMAL STRATEGIES TO CONTAIN AND MITIGATE THREATS



## KEY RISKS AND OUR MITIGATION MEASURES

| IDENTIFIED RISKS | POTENTIAL IMPACTS | MITIGATION MEASURES |
|---|---|---|
| **Demand volatility**<br>Global economic uncertainty, changing consumer sentiment, increased competition from lab-grown diamonds, and rapid shifts in luxury purchasing patterns contribute to persistent demand volatility. | • Inaccurate demand forecasting resulting in inefficiencies in production planning and resource allocation<br>• Margin pressure due to sudden demand downturns<br>• Slower responsiveness to emerging market shifts | We leverage advanced analytics, AI-enabled forecasting, and real-time customer insights to anticipate demand patterns with greater precision. Our agile supply chain, supported by dynamic planning tools, enables rapid recalibration of production and sourcing strategies. |
| **Inventory margins and price volatility**<br>Fluctuations in rough diamond pricing, macroeconomic instability, geopolitical tensions, and evolving consumer preferences increase the risk of price swings and inventory devaluation. | • Compressed margins due to sudden price corrections and an increase in tariffs<br>• Overstocking or missed sales windows<br>• Lower inventory turnover and tied-up capital<br>• Reduced supply chain agility | We operate an integrated S&OP platform that synchronises real-time pricing, demand signals, and operational capacity. Our cost-disciplined manufacturing protocols and data-driven inventory thresholds help maintain optimal working-capital efficiency. |
| **Credit risk**<br>Exposure to delayed payments, customer defaults and disruptions in trade credit insurance increase financial risk within the value chain. | • Cash-flow disruptions<br>• Operational constraints<br>• Increased provisions for doubtful debts<br>• Restricted growth opportunities | We follow a robust credit-risk governance framework that incorporates enhanced due-diligence checks, digital credit scoring, and continuous counterparty monitoring. Credit limits are reviewed using risk-weighted models and reassessed periodically to reflect market conditions. |
| **Liquidity and covenants risk**<br>Market downturns, tightening global financial conditions, and covenant restrictions may limit access to liquidity, affecting operational flexibility. | • Difficulty meeting near-term commitments<br>• Constraints on business growth or strategic investments<br>• Increased financing costs<br>• Elevated vulnerability during market shocks | We maintain a diversified liquidity strategy supported by reliable banking relationships, covenant-compliant financial planning, and robust cash-flow forecasting. Strategic funding buffers and disciplined cost control reinforce our ability to withstand short-term pressures. |
| **Environmental risk**<br>Regulatory tightening, climate-change impacts, emissions from processing activities, and expectations for responsible sourcing create increasing environmental exposure. | • Non-compliance fines or legal liabilities<br>• Increased operational costs for energy, water, and waste management<br>• Loss of market access due to sustainability expectations<br>• Reputational damage from failing to meet global ESG standards | We are committed to reducing our environmental footprint by working only with suppliers adhering to responsible mining and sustainability standards. Our initiatives include emissions reduction programmes, climate-resilience planning, energy-efficiency upgrades, and circular-waste strategies. Regular third-party audits and alignment with leading global frameworks drive continuous improvement and transparent reporting. *Read more on how we address environmental risks on page 23.* |
| **Human rights risk**<br>The diamond supply chain involves exposure to risks such as forced labour, child labour, unsafe working conditions, and unethical trading practices. | • Severe reputational damage<br>• Loss of stakeholder trust<br>• Exclusion from ethically focused markets<br>• Legal and regulatory scrutiny | We have zero-tolerance stance on human rights violations across our operations and upstream supply chain. Our due-diligence programme is aligned with global standards including the UN Guiding Principles on Business and Human Rights. All suppliers undergo rigorous ethical-compliance verification, and high-risk partners are subject to enhanced monitoring and third-party assessments. Ongoing training and transparent grievance mechanisms strengthen accountability and stakeholder trust. *Read more on our human rights commitments on page 63.* |

# MARKET CONTEXT

**OPPORTUNITIES IN THE NATURAL DIAMOND SECTOR**

## 1

### INCREASING STABILITY THROUGH LONG-TERM PRODUCER-GOVERNMENT PARTNERSHIPS

The natural diamond industry is entering a phase of greater structural stability, underpinned by long-term agreements between producing nations and major mining companies. The newly formalised 10-year sales and mining agreement between De Beers and the Government of Botswana reflects a strategic shift toward transparent and mutually beneficial supply frameworks. The agreement extends mining licenses through 2054 and introduces a phased increase in Botswana's share of diamond sales. As a downstream partner sourcing from De Beers, Dimexon benefits from enhanced visibility into supply continuity, enabling strengthened customer commitments and greater stability across its global operations.

## 2

### STRENGTHENING PRICE FUNDAMENTALS DRIVEN BY RENEWED DEMAND FOR NATURAL DIAMONDS

The natural diamond market continued to navigate pricing pressures and demand uncertainty in 2025. At the same time, improving inventory discipline across the midstream and the enduring appeal of natural diamonds supported gradual market stabilisation. As the industry evolves, natural diamonds are likely to reassert their position as a lasting store of value.

## 3

### EXPANDING GLOBAL DEMAND DRIVEN BY INDIA'S GROWING CONSUMPTION

India's share of global natural diamond consumption has expanded dramatically over the past two decades, from roughly 2% to nearly 11%, positioning it as the second-largest natural diamond market in the world behind the United States. With demand stabilising and sentiment improving across major regions, Indian consumers, including those in tier-2 and tier-3 cities, are increasingly contributing to global growth.

## 4

### REINFORCING THE VALUE OF NATURAL DIAMONDS

In 2025, De Beers launched 'Desert Diamonds' under the 'Unlike Anything' campaign as part of a broader industry initiative to strengthen the positioning of natural diamonds amid growing competition from lab-grown alternatives. The campaign highlights the rarity, natural origin and geological uniqueness of mined diamonds, aiming to reconnect consumers with the enduring value and emotional significance associated with natural stones. For companies like Dimexon, which specialise in responsibly sourced natural diamonds, this renewed industry focus supports market positioning and strengthens the case for provenance verification and responsible sourcing practices across the value chain.

## 5

### RENEWED COMPETITIVE ADVANTAGE FOR NATURAL DIAMONDS AMID LAB-GROWN MARKET CORRECTION

According to the World Diamond Council, lab-grown diamond prices fell steeply due to oversupply, with the decline beginning to "impact consumer confidence in lab-growns." This correction has prompted renewed consumer and industry focus on the rarity, enduring value and emotional significance of natural diamonds.



# MATERIAL TOPIC 19 : INNOVATION, RESEARCH AND DEVELOPMENT, ADOPTION OF NEW TECHNOLOGIES

Innovation at Dimexon is driven by the need to operate responsibly in a complex, trust-based industry. We view innovation not as a standalone function, but as an enabler that strengthens our operating model and enhances transparency.

**OUR IMPACT**

- Effective use of technology enhances diamond traceability, strengthening consumer confidence and long-term brand trust. (A)

**RISKS AND OPPORTUNITIES**

- (+) The adoption of advanced technologies such as spectroscopy, blockchain and digital platforms strengthens traceability and transparency, reinforcing Dimexon's leadership in responsible and sustainable diamond practices.

## Our management approach

Our management approach focuses on selectively adopting technologies that address operational and sustainability challenges. We continuously assess emerging tools and systems to ensure they add value, improve accuracy and support our responsible sourcing commitments. Digital tools and analytics support documentation, verification and monitoring across sourcing and distribution, ensuring innovation strengthens business continuity and advances long-term sustainability goals.

*Read more about our INFINITRACE platform on page 39 and our Salesforce CRM rollout on page 43.*



# DUE DILIGENCE & COMPLIANCE

Dimexon maintains a robust due diligence and compliance framework designed to support responsible business conduct, strengthen supply chain integrity and align with evolving global regulatory expectations. Our approach is guided by internationally recognised standards, including the OECD Due Diligence Guidance, and is reinforced through active participation in industry initiatives such as the Responsible Jewellery Council (RJC) and the Watch & Jewellery Initiative 2030 (WJI 2030).

Embedded across sourcing, operations and business relationships, our framework incorporates ongoing risk assessment, policy oversight, supplier engagement and governance mechanisms to uphold ethical practices, support transparency and strengthen accountability throughout the value chain.

## RJC certification

We have been a committed member of the Responsible Jewellery Council (RJC) since 2006, reflecting our long-standing adherence to internationally recognised standards for Responsible Business Conduct in the jewellery supply chain.

During the reporting year, we successfully achieved RJC recertification for a further three-year cycle, following comprehensive external audits of our due diligence processes and operational controls.

We operate in alignment with the RJC Code of Practices, which sets comprehensive requirements across ethics, human rights, labour, environmental management and responsible sourcing of diamonds and precious materials and is independently assured through third-party audits under ISEAL-accredited certification systems. These certifications provide assurance of compliance while also serving as a mechanism for continuous improvement, helping us strengthen internal systems and supply chain oversight over time.

*For more information, refer to our RJC COP Index on page 87.*

## Our WJI 2030 commitments

We continue to engage with the Watch & Jewellery Initiative 2030 (WJI 2030) to benchmark our practices, advance climate action and drive Responsible Business Conduct across the jewellery value chain.

### WJI 2030 Pillar 1: Building climate resilience

Dimexon has already submitted near-term and net-zero targets in line with the SBTi framework, supporting climate action in accordance with pathways designed to limit global warming to 1.5°C. *Read more about our commitment on page 24.*

### WJI 2030 Pillar 2: Preserving resources

Dimexon conducted a biodiversity assessment in the prior reporting year and, in the current reporting year (2025), aligned its approach with the Taskforce on Nature-related Financial Disclosures (TNFD), including the development of a nature roadmap aligned with TNFD's minimum commitment requirements and the company's operational scope and ambitions. *Read more about our Nature Roadmap on page 36.*

### WJI 2030 Pillar 3: Fostering inclusiveness

Dimexon has developed its Human Rights Policy in alignment with the UNGPs and OECD Due Diligence Guidance, and the policy has been published on the company website for public access. *Read more about our Human Rights Policy on page 71.*

Dimexon has been a WEPs signatory for the past two years and continues to strengthen its Gender Action Plan in alignment with the framework's guidelines and objectives.

At Dimexon, we uphold high standards of integrity, ethical conduct and respect for human rights throughout our organisation and across our value chain. *Read more about our human rights policy on page 71.*

**TARGETS & PERFORMANCE**

| | Target completion date | Status |
|---|---|---|
| Ongoing, year-on-year disclosure to enhance provenance tracking | **2025** | 100% achieved |

## The way forward

We will continue to strengthen our ethical culture by embedding business conduct principles more deeply into everyday decision-making across our operations and value chain. By continuously updating policies and controls in line with evolving regulations and international standards, we reinforce transparency, trust and responsible conduct as the foundation of our long-term success.

# GLOSSARY

| | | | |
|---|---|---|---|
| **ACT-D** | Assess, Commit, Transform and Disclose | **LEAP** | Locate, Evaluate, Assess, Prepare |
| **AI** | Artificial Intelligence | **LGD** | Laboratory-grown Diamond |
| **BPP** | Best Practice Principles | **LPG** | Liquefied Petroleum Gas |
| **BP** | Basis for Preparation | **MoEFCC** | Ministry of Environment, Forest and Climate Change |
| **CAHRA** | Conflict Affected and High-Risk Areas | **MSP** | Multi-Stone Parcel |
| **CEO** | Chief Executive Officer | **NGO** | Non-Governmental Organisation |
| **COP** | Code of Practices | **NGRBC** | National Guidelines on Responsible Business Conduct |
| **CRM** | Customer Relationship Management | **ODS** | Ozone-Depleting Substances |
| **CSRD** | Corporate Sustainability Reporting Directive | **OECD** | Organisation for Economic Cooperation and Development |
| **CXO** | C-Suite | **OHS** | Occupational Health and Safety |
| **CY** | Calendar Year | **PM** | Particulate Matter |
| **CSR** | Corporate Social Responsibility | **POSH** | Prevention of Sexual Harassment |
| **DEFRA** | Department for Environment, Food and Rural Affairs | **RJC** | Responsible Jewellery Council |
| **DEI** | Diversity, Equity and Inclusion | **RRR** | Reduce, Reuse, Recycle |
| **DG** | Diesel Generator | **S&OP** | Sales and Operations Planning |
| **DMA** | Double Materiality Assessment | **SAP** | Systems, Applications & Products in Data Processing |
| **ENCORE** | Exploring Natural Capital Opportunities, Risks and Exposure | **SBTi** | Science Based Targets initiative |
| **ERM** | Enterprise Risk Management | **SBTN** | Science Based Targets Network |
| **ERP** | Enterprise Resource Planning | **SOC** | Security Operations Centre |
| **ESG** | Environment, Social, Governance | **SPOC** | Single Point of Contact |
| **ESRS** | European Sustainability Reporting Standards | **STP** | Sewage Treatment Plant |
| **ETP** | Effluent Treatment Plant | **SUP** | Single-Use Plastic |
| **EU** | European Union | **TCFD** | Task Force on Climate-related Financial Disclosures |
| **EV** | Electric Vehicle | **TNFD** | Task Force on Nature-related Financial Disclosures |
| **GHG** | Greenhouse Gas | **TNPCB** | Tamil Nadu Pollution Control Board |
| **GJ** | Gigajoule | **TPM** | Total Particulate Matter |
| **GRI** | Global Reporting Initiative | **UAE** | United Arab Emirates |
| **HR** | Human Resources | **UN** | United Nations |
| **IBAT** | Integrated Biodiversity Assessment Tool | **UNGP** | United Nations Guiding Principles |
| **ICRC** | Internal Complaints Redressal Committee | **UNSDGs** | United Nations Sustainable Development Goals |
| **IFRS** | International Financial Reporting Standards | **WBCSD** | World Business Council for Sustainable Development |
| **ILO** | International Labour Organisation | **WDC** | World Diamond Council |
| **IPCC** | Intergovernmental Panel on Climate Change | **WEPs** | Women's Empowerment Principles |
| **IRO** | Impacts, Risks, Opportunities | **WHO** | World Health Organization |
| **ISEAL** | International Social and Environmental Accreditation and Labelling | **WJI** | Watch & Jewellery Initiative 2030 |
| **KBA** | Key Biodiversity Area | **WRI** | World Resources Institute |
| **KLD** | Kilolitres per Day | **WWF** | World Wide Fund for Nature |
| **KPI** | Key Performance Indicator | **ZLD** | Zero Liquid Discharge |
| **KPCS** | Kimberley Process Certification Scheme | **ZWL** | Zero Waste to Landfill |

# GRI INDEX

| GRI STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| | **GENERAL DISCLOSURES** | | |
| **GRI 2: GENERAL DISCLOSURES** | 2-1 Organisational details | Our company | **6** |
| | 2-2 Entities included in the organisation's sustainability reporting | About the report | **5** |
| | 2-3 Reporting period, frequency and contact point | About the report | **5** |
| | 2-4 Restatements of information | About the report | **5** |
| | 2-5 External assurance | N/A | **N/A** |
| | 2-6 Activities, value chain and other business relationships | Our company | **6** |
| | 2-7 Employees | Social Stewardship / Diversity and inclusion | **54** |
| | 2-8 Workers who are not employees | Social Stewardship / Diversity and inclusion | **54** |
| | 2-9 Governance structure and composition | Responsible Business Conduct/ Board of directors | **66** |
| | 2-10 Nomination and selection of the highest governance body | N/A | **N/A** |
| | 2-11 Chair of the highest governance body | Responsible Business Conduct/ Board of directors | **67** |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Responsible Business Conduct/ Board of directors | **66** |
| | 2-13 Delegation of responsibility for managing impacts | N/A | **N/A** |
| | 2-14 Role of the highest governance body in sustainability reporting | Responsible Business Conduct / Board of directors | **66** |
| | 2-15 Conflicts of interest | Responsible Business Conduct / Board of directors | **67** |
| | 2-16 Communication of critical concerns | Responsible Business Conduct / Board of directors | **66** |
| | 2-17 Collective knowledge of the highest governance body | Responsible Business Conduct / Board of directors | **66** |
| | 2-18 Evaluation of the performance of the highest governance body | N/A | **N/A** |
| | 2-19 Remuneration policies | Responsible Business Conduct / Business conduct | **70** |
| | 2-20 Process to determine remuneration | N/A | **N/A** |
| | 2-21 Annual total compensation ratio | N/A | **N/A** |
| | 2-22 Statement on sustainable development strategy | Director's message | **3** |
| | 2-23 Policy commitments | Responsible Business Conduct / Business conduct | **70** |
| | 2-24 Embedding policy commitments | Responsible Business Conduct / Business conduct | **70** |
| | 2-25 Processes to remediate negative impacts | Responsible Business Conduct / Business conduct | **70** |
| | 2-26 Mechanisms for seeking advice and raising concerns | Responsible Business Conduct / Business conduct | **70** |
| | 2-27 Compliance with laws and regulations | Responsible Business Conduct / Business conduct | **70** |
| | 2-28 Membership associations | Our company | **6** |
| | 2-29 Approach to stakeholder engagement | Stakeholder engagement | **12** |
| | 2-30 Collective bargaining agreements | Responsible Business Conduct / Business conduct | **61** |
| **GRI 3: MATERIAL TOPICS** | 3-1 Process to determine material topics | Materiality | **9** |
| | 3-2 List of material topics | Materiality | **9** |
| | 3-3 Management of material topics | Materiality | **9** |

# GRI INDEX

| GRI STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| **GOVERNANCE** | | | |
| **GRI 201: ECONOMIC PERFORMANCE** | 201-1 Direct economic value generated and distributed | Dimexon is a private entity and is not required to disclose financial performance related information as per local regulations. | - |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Responsible Business Conduct / Risk management | **73** |
| | 201-3 Defined benefit plan obligations and other retirement plans | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 201-4 Financial assistance received from government | Dimexon is a private entity and is not required to disclose financial performance related information as per local regulations. | - |
| **GRI 202: MARKET PRESENCE** | 202-1 Ratios of standard entry-level wage by gender compared to local minimum wage | Social Stewardship / Diversity and inclusion | **54** |
| | 202-2 Proportion of senior management hired from the local community | N/A | **N/A** |
| **GRI 203: INDIRECT ECONOMIC IMPACTS** | 203-1 Infrastructure investments and services supported | N/A | **N/A** |
| | 203-2 Significant indirect economic impacts | N/A | **N/A** |
| **GRI 204: PROCUREMENT PRACTICES** | 204-1 Proportion of spending on local suppliers | N/A | **N/A** |
| **GRI 205: ANTI-CORRUPTION** | 205-1 Operations assessed for risks related to corruption | Responsible Business Conduct / Business conduct | **70** |
| | 205-2 Communication and training about anti-corruption policies and procedures | Responsible Business Conduct / Business conduct | **70** |
| | 205-3 Confirmed incidents of corruption and actions taken | Responsible Business Conduct / Business conduct | **70** |
| **GRI 206: ANTI-COMPETITIVE BEHAVIOUR** | 206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | Responsible Business Conduct / Business conduct | **70** |
| **GRI 207: TAX** | 207-1 Approach to tax | Dimexon is a private entity and is not required to disclose financial performance-related information as per local regulations. | - |
| | 207-2 Tax governance, control, and risk management | | |
| | 207-3 Stakeholder engagement and management of concerns related to tax | | |
| | 207-4 Country-by-country reporting | | |
| **ENVIRONMENT 1/2** | | | |
| **GRI 101: BIODIVERSITY** | 101-1 Policies to halt and reverse biodiversity loss | N/A | **N/A** |
| | 101-2 Management of biodiversity impacts | Environmental Synergy / Biodiversity | **31** |
| | 101-3 Access and benefit-sharing | N/A | **N/A** |
| | 101-4 Identification of biodiversity impacts | Environmental Synergy / Biodiversity | **31** |
| | 101-5 Locations with biodiversity impacts | Environmental Synergy / Biodiversity | **31** |
| | 101-6 Direct drivers of biodiversity loss | Environmental Synergy / Biodiversity | **31** |
| | 101-7 Changes to the state of biodiversity | N/A | **N/A** |
| | 101-8 Ecosystem services | Environmental Synergy / Biodiversity | **31** |
| **GRI 301: MATERIALS** | 301-1 Materials used by weight or volume | This will be considered in the subsequent years of reporting. | - |
| | 301-2 Recycled input materials used | This will be considered in the subsequent years of reporting. | - |
| | 301-3 Reclaimed products and their packaging materials | N/A | **N/A** |

# GRI INDEX

| GRI STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| | | **ENVIRONMENT 2/2** | |
| **GRI 302: ENERGY** | 302-1 Energy consumption within the organisation | Environmental Synergy / Climate strategy and resilience | **19** |
| | 302-2 Energy consumption outside of the organisation | N/A | **N/A** |
| | 302-3 Energy intensity | Environmental Synergy / Climate strategy and resilience | **19** |
| | 302-4 Reduction of energy consumption | Environmental Synergy / Climate strategy and resilience | **19** |
| | 302-5 Reductions in energy requirements of products and services | N/A | **N/A** |
| **GRI 303: WATER AND EFFLUENTS** | 303-1 Interactions with water as a shared resource | Environmental Synergy / Water and wastewater | **29** |
| | 303-2 Management of water discharge-related impacts | Environmental Synergy / Water and wastewater | **29** |
| | 303-3 Water withdrawal | Environmental Synergy / Water and wastewater | **29** |
| | 303-4 Water discharge | Environmental Synergy / Water and wastewater | **29** |
| | 303-5 Water consumption | Environmental Synergy / Water and wastewater | **29** |
| **GRI 305: EMISSIONS** | 305-1 Direct (Scope 1) GHG emissions | Environmental Synergy / Climate strategy and resilience | **19** |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Environmental Synergy / Climate strategy and resilience | **19** |
| | 305-3 Other indirect (Scope 3) GHG emissions | Environmental Synergy / Climate strategy and resilience | **19** |
| | 305-4 GHG emissions intensity | Environmental Synergy / Climate strategy and resilience | **19** |
| | 305-5 Reduction of GHG emissions | Environmental Synergy / Climate strategy and resilience | **19** |
| | 305-6 Emissions of ozone-depleting substances (ODS) | Environmental Synergy / Climate strategy and resilience | **19** |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Environmental Synergy / Climate strategy and resilience | **19** |
| **GRI 306: WASTE** | 306-1 Waste generation and significant waste-related impacts | Environmental Synergy / Waste and circular resource management | **25** |
| | 306-2 Management of significant waste-related impacts | Environmental Synergy / Waste and circular resource management | **25** |
| | 306-3 Waste generated | Environmental Synergy / Waste and circular resource management | **25** |
| | 306-4 Waste diverted from disposal | Environmental Synergy / Waste and circular resource management | **25** |
| | 306-5 Waste directed to disposal | Environmental Synergy / Waste and circular resource management | **25** |
| **GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT** | 308-1 New suppliers that were screened using environmental criteria | This will be considered in the subsequent years of reporting | - |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | N/A | **N/A** |

# GRI INDEX

| GRI STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| | | **SOCIAL 1/2** | |
| **GRI 401: EMPLOYMENT** | 401-1 New employee hires and employee turnover | Social Stewardship / Diversity and inclusion | **54** |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Since we have a low proportion of part-time employees, all the benefits mentioned in the report are provided to our full-time employees. | **-** |
| | 401-3 Parental leave | Social Stewardship / Talent attraction and retention | **50** |
| **GRI 402: LABOUR/ MANAGEMENT RELATIONS** | 402-1 Minimum notice periods regarding operational changes | Social Stewardship / Labour management | **61** |
| **GRI 403: OCCUPATIONAL HEALTH AND SAFETY** | 403-1 Occupational health and safety management system | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 403-3 Occupational health services | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 403-5 Worker training on occupational health and safety | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 403-6 Promotion of worker health | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 403-8 Workers covered by an occupational health and safety management system | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 403-9 Work-related injuries | Social Stewardship / Health, safety and employee wellbeing | **57** |
| | 403-10 Work-related ill health | Social Stewardship / Health, safety and employee wellbeing | **57** |
| **GRI 404: TRAINING AND EDUCATION** | 404-1 Average hours of training per year per employee | Social Stewardship / Talent attraction and retention | **50** |
| | 404-2 Programmes for upgrading employee skills and transition assistance programmes | Social Stewardship / Talent attraction and retention | **50** |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Social Stewardship / Talent attraction and retention | **50** |
| **GRI 405: DIVERSITY AND EQUAL OPPORTUNITY** | 405-1 Diversity of governance bodies and employees | Social Stewardship / Diversity and inclusion | **54** |
| | 405-2 Ratio of basic salary and remuneration of women to men | Social Stewardship / Talent attraction and retention | **50** |
| **GRI 406: NON-DISCRIMINATION** | 406-1 Incidents of discrimination and corrective actions taken | Social Stewardship / Human rights | **63** |

# GRI INDEX

| GRI STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| | **SOCIAL 2/2** | | |
| **GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING** | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Social Stewardship / Labour management | **61** |
| **GRI 408: CHILD LABOUR** | 408-1 Operations and suppliers at significant risk for incidents of child labour | Product Integrity / Responsible sourcing | **44** |
| **GRI 409: FORCED OR COMPULSORY LABOUR** | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour | Product Integrity / Responsible sourcing | **44** |
| **GRI 410: SECURITY PRACTICES** | 410-1 Security personnel trained in human rights policies or procedures | Social Stewardship / Human rights | **63** |
| **GRI 411: RIGHTS OF INDIGENOUS PEOPLES** | 411-1 Incidents of violations involving rights of indigenous peoples | N/A | **N/A** |
| **GRI 413: LOCAL COMMUNITIES** | 413-1 Operations with local community engagement, impact assessments, and development programmes | Social Stewardship / Impact on communities | **65** |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | Social Stewardship / Impact on communities | **65** |
| **GRI 414: SUPPLIER SOCIAL ASSESSMENT** | 414-1 New suppliers that were screened using social criteria | Product Integrity / Responsible sourcing | **44** |
| | 414-2 Negative social impacts in the supply chain and actions taken | N/A | **N/A** |
| **GRI 415: PUBLIC POLICY** | 415-1 Political contributions | Responsible Business Conduct / Business conduct | **70** |
| **GRI 416: CUSTOMER HEALTH AND SAFETY** | 416-1 Assessment of the health and safety impacts of product and service categories | N/A | **N/A** |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | N/A | **N/A** |
| **GRI 417: MARKETING AND LABELLING** | 417-1 Requirements for product and service information and labelling | N/A | **N/A** |
| | 417-2 Incidents of non-compliance concerning product and service information and labelling | Product Integrity / Transparency and traceability | **38** |
| | 417-3 Incidents of non-compliance concerning marketing communications | N/A | **N/A** |
| **GRI 418: CUSTOMER PRIVACY** | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Product Integrity / Transparency and traceability | **38** |

# ESRS INDEX

| ESRS STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| | **ESRS 2 General Disclosures** | | |
| **BP-1** | General basis for preparation of the sustainability statements | About the report | **4** |
| **BP-2** | Disclosures in relation to specific circumstances | About the report | **4** |
| **GOV-1** | The role of the administrative, management and supervisory bodies | Responsible Business Conduct / Board of directors | **66** |
| **GOV-2** | Information provided to and sustainability matters by the undertaking's administrative, management and supervisory bodies | Responsible Business Conduct / Board of directors | **66** |
| **GOV-3** | Integration of sustainability-related performance in incentive schemes | N/A | **N/A** |
| **GOV-4** | Statement on due diligence | Responsible Business Conduct / Due diligence and compliance | **76** |
| **GOV-5** | Risk management and internal controls over sustainability reporting | Responsible Business Conduct / Risk management | **73** |
| **SBM-1** | Strategy, business model and value chain | Our company | **6** |
| **SBM-2** | Interests and views of stakeholders | Engaging with stakeholders | **12** |
| **SBM-3** | Material impacts, risks and opportunities and their interaction with strategy and business model | Materiality | **9** |
| **IRO-1** | Description of the processes to identify and assess material impacts, risks and opportunities | Materiality | **9** |
| **IRO-2** | Disclosure requirements in ESRS covered by the undertaking's sustainability statements | Materiality | **9** |
| **MDR-P** | Policies adopted to manage material sustainability matters | Responsible Business Conduct / Business conduct | **70** |
| **MDR-A** | Actions and resources in relation to material sustainability matters | Throughout the report | **Throughout** |
| **MDR-M** | Metrics in relation to material sustainability matters | Throughout the report | **Throughout** |
| **MDR-T** | Tracking effectiveness of policies and actions through targets | Throughout the report | **Throughout** |
| | **ESRS E1 Climate Change** | | |
| **E1-1** | Transition plan for climate change mitigation | Environmental Synergy / Climate strategy and resilience | **19** |
| **E1-2** | Policies relating to climate change mitigation and adaptation | Responsible Business Conduct / Business conduct | **70** |
| **E1-3** | Actions and resources in relation to climate change policies | Environmental Synergy / Climate strategy and resilience | **19** |
| **E1-4** | Targets related to climate change mitigation and adaptation | Environmental Synergy / Climate strategy and resilience | **19** |
| **E1-5** | Energy consumption and mix | Environmental Synergy / Climate strategy and resilience | **19** |
| **E1-6** | Gross Scopes 1,2,3 and total GHG emissions | Environmental Synergy / Climate strategy and resilience | **19** |
| **E1-7** | GHG removals and GHG mitigation projects financed through carbon credits | N/A | **N/A** |
| **E1-8** | Internal carbon pricing | N/A | **N/A** |
| **E1-9** | Potential financial effects from material physical and transition risks and potential climate-related opportunities | Environmental Synergy / Climate strategy and resilience | **19** |

# ESRS INDEX

| ESRS STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| | **ESRS E2 Pollution** | | |
| **E2-1** | Policies related to pollution | Responsible Business Conduct / Business conduct | **70** |
| **E2-2** | Actions and resources related to pollution | Environmental Synergy / Climate strategy and resilience | **19** |
| **E2-3** | Targets related to pollution | N/A | **N/A** |
| **E2-4** | Pollution of air, water and soil | Environmental Synergy / Climate strategy and resilience | **19** |
| | **ESRS E3 Water and Marine Resources** | | |
| **E3-1** | Policies related to water and marine resources | Responsible Business Conduct / Business conduct | **70** |
| **E3-2** | Actions and resources related to water and marine resources | Environmental Synergy / Water and wastewater | **29** |
| **E3-3** | Targets related to water and marine resources | N/A | **N/A** |
| **E3-4** | Water consumption | Environmental Synergy / Water and wastewater | **29** |
| | **ESRS E4 Biodiversity and Ecosystems** | | |
| **E4-1** | Transition plan on biodiversity and ecosystems | Environmental Synergy / Biodiversity | **31** |
| **E4-2** | Policies related to biodiversity and ecosystems | Responsible Business Conduct / Business conduct | **70** |
| **E4-3** | Actions and resources related to biodiversity and ecosystems | Environmental Synergy / Biodiversity | **31** |
| **E4-4** | Targets related to biodiversity and ecosystems | Environmental Synergy / Biodiversity | **31** |
| **E4-5** | Impact metrics related to biodiversity and ecosystems change | Environmental Synergy / Biodiversity | **31** |
| **E4-6** | Potential financial effects from biodiversity and ecosystem-related impacts, risks and opportunities | N/A | **N/A** |
| | **ESRS E5 Resource Use and Circular Economy** | | |
| **E5-1** | Policies related to resource use and the circular economy | Responsible Business Conduct / Business conduct | **70** |
| **E5-2** | Actions and resources related to resource use and circular economy | Environmental Synergy / Waste and circular resource management | **25** |
| **E5-3** | Targets related to resource use and the circular economy | N/A | **N/A** |
| **E5-4** | Resource inflows | N/A | **N/A** |
| **E5-5** | Resource outflows | N/A | **N/A** |
| **E5-6** | Potential financial effects from resource use and circular economy-related impacts, risks and opportunities | N/A | **N/A** |
| | **ESRS S1 Own Workforce** | | |
| **S1-1** | Policies related to own workforce | Responsible Business Conduct / Business conduct | **70** |
| **S1-2** | Processes for engaging with own workers and workers' representatives about impacts | Social Stewardship / Labour management | **61** |
| **S1-3** | Processes to remediate negative impacts and channels for own workers to raise concerns | Responsible Business Conduct / Business conduct | **70** |
| **S1-4** | Taking actions on material impacts on own workforce and approaches to mitigating material risks and pursuing material opportunities related to own workforce and effectiveness of own actions | Social Stewardship / Health, safety and employee wellbeing | **57** |

# ESRS INDEX

| ESRS STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| **S1-5** | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | Social Stewardship / Health, safety and employee wellbeing | **57** |
| **S1-6** | Characteristics of the undertaking's employees | Social Stewardship / Diversity and inclusion | **54** |
| **S1-7** | Characteristics of non-employee workers in the undertaking's own workforce | Social Stewardship / Labour management | **61** |
| **S1-8** | Collective bargaining coverage and social dialogue | Social Stewardship / Labour management | **61** |
| **S1-9** | Diversity metrics | Social Stewardship / Diversity and inclusion | **54** |
| **S1-10** | Adequate wages | Social Stewardship / Labour management | **61** |
| **S1-11** | Social protection | Social Stewardship / Diversity and inclusion | **54** |
| **S1-12** | Persons with disabilities | Social Stewardship / Diversity and inclusion | **54** |
| **S1-13** | Training and skills development metrics | Social Stewardship / Talent attraction and retention | **50** |
| **S1-14** | Health and safety metrics | Social Stewardship / Health, safety and employee wellbeing | **57** |
| **S1-15** | Work-life balance indicators | Social Stewardship / Health, safety and employee wellbeing | **57** |
| **S1-16** | Compensation indicators (pay gap and total compensation) | N/A | **N/A** |
| **S1-17** | Incidents, complaints and severe human rights impacts | Social Stewardship / Human rights | **63** |
| | **ESRS S2 Workers in the Value Chain** | | |
| **S2-1** | Policies related to value chain workers | Responsible Business Conduct / Business conduct | **70** |
| **S2-2** | Processes for engaging with value chain workers about impacts | Social Stewardship / Workers in the value chain | **62** |
| **S2-3** | Processes to remediate negative impacts and channels for value chain workers to raise concerns | Responsible Business Conduct / Business conduct | **70** |
| **S2-4** | Taking action on material impacts on value chain workers and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and the effectiveness of those actions | Social Stewardship / Workers in the value chain | **62** |
| **S2-5** | Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities | N/A | **N/A** |

# ESRS INDEX

| ESRS STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| | **ESRS S3 Affected Communities** | | |
| **S3-1** | Policies related to affected communities | Responsible Business Conduct / Business conduct | **70** |
| **S3-2** | Processes for engaging with affected communities about impacts | Social Stewardship / Impact on communities | **65** |
| **S3-3** | Processes to remediate negative impacts and channels for affected communities to raise concerns | Responsible Business Conduct / Business conduct | **70** |
| **S3-4** | Taking action on material impacts on affected communities and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions | Social Stewardship / Impact on communities | **65** |
| **S3-5** | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities | Social Stewardship / Impact on communities | **65** |
| | **ESRS S4 Consumers and End Users** | | |
| **S4-1** | Policies related to consumers and end users | Responsible Business Conduct / Business conduct | **70** |
| **S4-2** | Processes for engaging with consumers and end users about impacts | Product Integrity / Transparency and traceability | **38** |
| **S4-3** | Processes to remediate negative impacts and channels for consumers and end users to raise concerns | Responsible Business Conduct / Business conduct | **70** |
| **S4-4** | Taking action on material impacts on consumers and end users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions | Product Integrity / Transparency and traceability | **38** |
| **S4-5** | Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities | Product Integrity / Transparency and traceability | **38** |
| | **ESRS G1 – Business Conduct** | | |
| **G1-1** | Business conduct policies and corporate culture | Responsible Business Conduct / Business conduct | **70** |
| **G1-2** | Management of relationships with suppliers | Product Integrity / Responsible sourcing | **44** |
| **G1-3** | Prevention and detection of corruption and bribery | Responsible Business Conduct / Business conduct | **70** |
| **G1-4** | Incidents of corruption or bribery | Responsible Business Conduct / Business conduct | **70** |
| **G1-5** | Political influence and lobbying activities | Responsible Business Conduct / Business conduct | **70** |
| **G1-6** | Payment practices | N/A | **N/A** |

# RJC INDEX

| RJC STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| GENERAL REQUIREMENTS | COP 1 – Legal compliance | Responsible Business Conduct / Risk Management | 73 |
| | COP 2 – Policy and Implementation | Responsible Business Conduct / Business conduct | 70 |
| | COP 3 – Reporting | About the report | 4 |
| | COP 4 – Financial accounts | N/A | N/A |
| RESPONSIBLE SUPPLY CHAINS AND HUMAN RIGHTS | COP 5 – Business partners | Product Integrity / Transparency and traceability | 38 |
| | COP 6 – Human rights | Social Stewardship / Human rights | 63 |
| | COP 7 - Due diligence for responsible sourcing from conflict-affected and high-risk areas | Product Integrity / Responsible sourcing | 44 |
| | COP 8 - Sourcing directly from artisanal and small-scale mining | N/A | N/A |
| | COP 9 - Sourcing post-consumer industrial precious metals directly from informal recyclers | N/A | N/A |
| | COP 10 – Community development | Social Stewardship / Impact on communities | 65 |
| | COP 11 - Bribery and facilitation payments | Responsible Business Conduct / Business conduct | 70 |
| | COP 12 - Know Your Counterparty (KYC): Money laundering and financing of terrorism | Responsible Business Conduct / Business conduct | 70 |
| | COP 13 – Security | Responsible Business Conduct / Business conduct | 70 |
| | COP 14 – Provenance claims | Product Integrity / Transparency and traceability | 38 |
| LABOUR RIGHTS AND WORKING CONDITIONS | COP 15 – General employment terms | Social Stewardship / Health, safety and employee wellbeing | 57 |
| | COP 16 – Working hours | Responsible Business Conduct / Business conduct | 70 |
| | COP 17 – Remuneration | Responsible Business Conduct / Business conduct | 70 |
| | COP 18 - Harassment, discipline, grievance procedures and non-retaliation | Responsible Business Conduct / Business conduct | 70 |
| | COP 19 – Child labour | Responsible Business Conduct / Business conduct | 70 |
| | COP 20 – Forced labour | Responsible Business Conduct / Business conduct | 70 |
| | COP 21 – Freedom of association and collective bargaining | Responsible Business Conduct / Business conduct | 70 |
| | COP 22 – Non-discrimination | Responsible Business Conduct / Business conduct | 70 |
| | COP 23 - Diversity, Equity and Inclusivity | Social Stewardship / Diversity and inclusion | 54 |
| HEALTH, SAFETY AND ENVIRONMENT | COP 24 – Health and Safety | Social Stewardship / Health, safety and employee wellbeing | 57 |
| | COP 25 – Environmental management | Environmental Synergy / Climate strategy and resilience | 19 |
| | COP 26 - Hazardous substances | Environmental Synergy / Waste and circular resource management | 25 |
| | COP 27 - Wastes and emissions | Environmental Synergy / Climate strategy and resilience<br>Environmental Synergy / Waste and circular resource management | 19, 25 |
| | COP 28 - Use of natural resources | Environmental Synergy / Climate strategy and resilience<br>Environmental Synergy / Water and wastewater | 19, 29 |

# RJC INDEX

| RJC STANDARD | DISCLOSURE | LOCATION | PAGE NO. |
|---|---|---|---|
| **GOLD, SILVER, PGM, DIAMOND AND COLOURED GEMSTONE PRODUCTS** | COP 29 - Product disclosure | Product Integrity / Transparency and traceability | **38** |
| | COP 30 - Kimberley Process Certification Scheme and World Diamond Council System of Warranties | Product Integrity | **47** |
| | COP 31 - Grading, analysis and appraisal | Product Integrity / Transparency and traceability | **38** |
| **RESPONSIBLE MINING** | COP 32 - Extractive Industries Transparency Initiative | N/A | **N/A** |
| | COP 33 - Stakeholder engagement | Engaging with stakeholders | **12** |
| | COP 34 - Indigenous peoples and free, prior and informed consent | N/A | **N/A** |
| | COP 35 - Impact assessment | N/A | **N/A** |
| | COP 36 - Artisanal and small-scale mining and large-scale mining | N/A | **N/A** |
| | COP 37 – Resettlement | N/A | **N/A** |
| | COP 38 - Emergency response | N/A | **N/A** |
| | COP 39 – Biodiversity | Environmental Synergy /Biodiversity | **31** |
| | COP 40 - Tailings and waste rock | N/A | **N/A** |
| | COP 41 – Cyanide | N/A | **N/A** |
| | COP 42 – Mercury | N/A | **N/A** |
| | COP 43 - Mine rehabilitation and closure | N/A | **N/A** |
| | COP 44 - Community Health and Safety | N/A | **N/A** |
| | COP 45 - Cultural Heritage | N/A | **N/A** |

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ESG REPORT 2026

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