

Waste to low-carbon energy and fuels

Restoring landfills into thriving ecosystems

Recovering materials to drive circular value

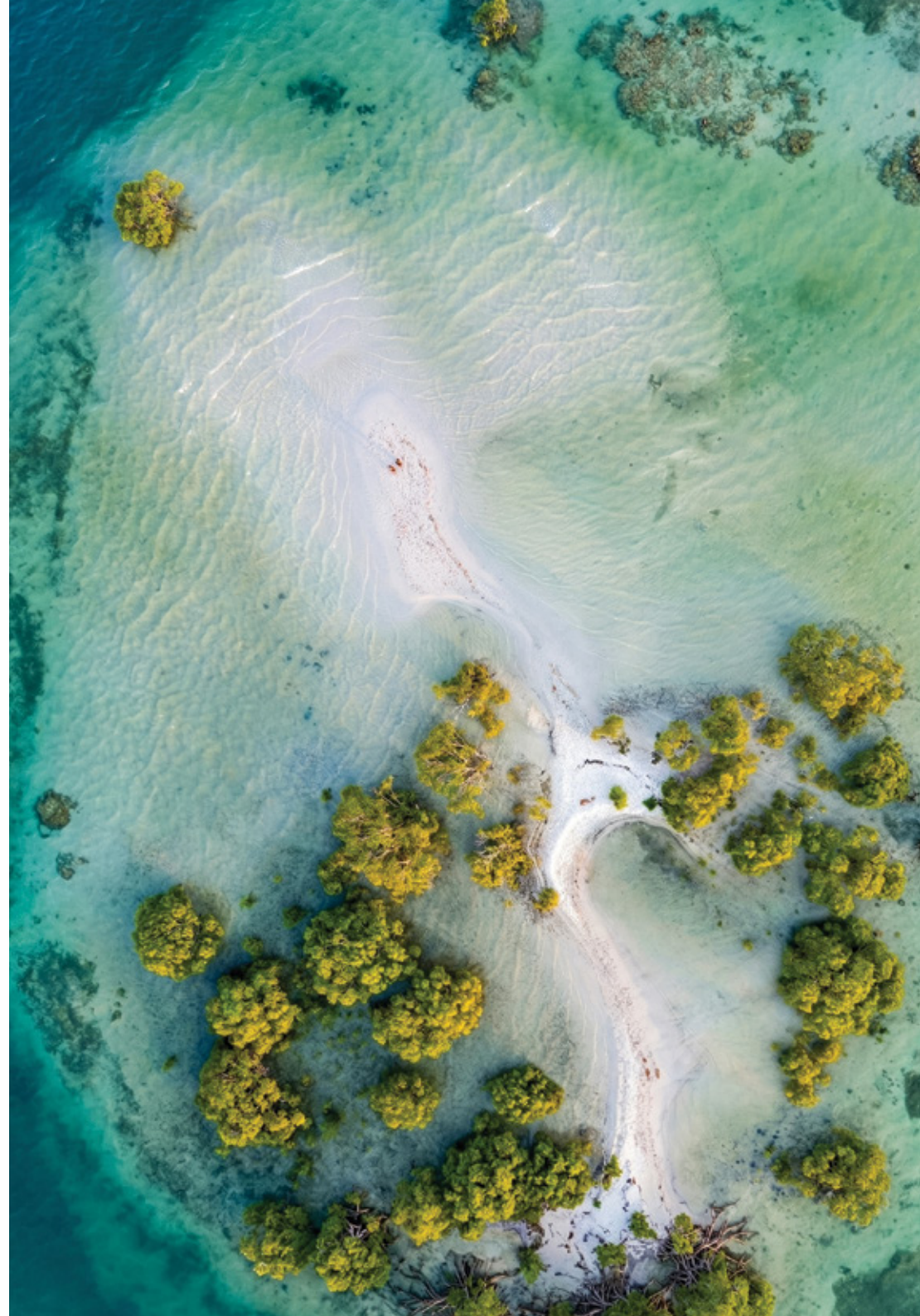
CLOSING THE LOOP

CIRCULAR SOLUTIONS FOR CLIMATE AND COMMUNITIES



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OUR COMMITMENT TO A CIRCULAR FUTURE



“

At Blue Planet, our commitment to sustainability is at the heart of everything we do. We strive to create innovative solutions that not only manage waste but also protect our planet for future generations.”

Dear Stakeholders,

It is with great pleasure that I present Blue Planet Environmental Solutions' Annual Sustainability Report 2026. This report presents our environmental, social, and governance (ESG) performance for FY25 and FY26, reflecting our continued efforts to advance circularity, support climate action, and promote inclusive growth. It demonstrates our commitment to transforming waste into valuable resources while contributing to environmental protection, social well-being, and long-term business resilience.

Since our inception, we have evolved into a diversified environmental management enterprise with operations across India, the United Kingdom, New Zealand, and Southeast Asia. Through integrated solutions in solid waste management, e-waste recycling, biofuels, and hazardous waste management, we continue to expand resource recovery and support the transition towards a more circular and resource-efficient economy.

MESSAGE FROM CEO

“

People remain at the very core of our progress. We are cultivating a workplace where safety, inclusivity, and professional development form the bedrock of every success story.”

During the reporting period, we continued to strengthen our environmental performance through decarbonisation and circularity initiatives. Our operations contributed to an estimated emission avoidance of 12,03,625 tCO₂e, supported by energy optimisation, improvements in operational efficiency, and increased adoption of renewable energy where feasible. We also continued to enhance resource recovery and promote responsible waste management practices across our operations.

Waste management remains central to our environmental agenda. We continue to invest in technologies that improve resource recovery, strengthen operational efficiency, and support responsible management of natural resources, including initiatives to improve water reuse where feasible.

Our people remain fundamental to our success. We continue to invest in employee development through technical training, leadership programmes, and initiatives that strengthen capability across our diverse operations. Protecting the health and safety of our employees, contractors, and business partners remains a key priority. We continue to strengthen our safety management systems, incident learning, and operational controls to improve safety performance and reduce workplace risks across our operations.

We also continue to strengthen diversity and inclusion by expanding opportunities for women across our workforce and leadership. Building an inclusive workplace enables diverse perspectives, supports collaboration, and contributes to sustainable organisational growth.



Our commitment to sustainability extends beyond our operations. We work with local authorities, communities, non-governmental organisations, and educational institutions to support education, environmental awareness, and responsible waste management initiatives. Through these partnerships, we seek to contribute positively to the communities where we operate.

Strong governance underpins our sustainability approach. ESG oversight is integrated into our management systems to support transparency, ethical business conduct, effective risk management, and informed decision-making. We continue to align our sustainability strategy with the United Nations Sustainable Development Goals and other internationally recognised frameworks that guide responsible business practices.

As we look ahead, we remain focused on continuous improvement through innovation, collaboration, and responsible growth. Together with our employees, customers, investors, and communities, we will continue to strengthen our contribution to the circular economy while creating long-term environmental, social, and economic value.

Warm Regards,

Prashant Singh
Co-Founder & CEO



BUILDING RESILIENT BUSINESSES THROUGH RESPONSIBLE GOVERNANCE

Sustainability is no longer a peripheral business consideration, it is an integral element of long-term value creation, organisational resilience, and responsible governance. As businesses navigate evolving environmental, social, and economic challenges, strong governance, transparent decision-making, and effective stakeholder engagement are becoming increasingly important in supporting sustainable growth.

Blue Planet operates in a sector that contributes to resource recovery, circular economy, and sustainable waste management. Over the past two years, the Group has continued to strengthen its Environmental, Social, and Governance (ESG) framework by enhancing governance processes, management systems, ESG data reporting, and digital data management across its business units. The implementation of a structured ESG reporting framework has improved the consistency, traceability, and quality of sustainability data, supporting informed decision-making and greater accountability. The publication of this inaugural Annual Sustainability Report reflects our commitment to transparent ESG disclosure by providing stakeholders with a structured and evidence-based account of our material ESG priorities, performance, and areas for continuous improvement.

As an Independent Director, I believe that effective ESG governance extends beyond reporting. It requires clear accountability, robust risk management, ethical leadership, and a culture of continuous improvement. The Board provides

oversight of the Group's ESG strategy while supporting management in integrating sustainability considerations into strategic decision-making and business operations. Equally important is maintaining an open dialogue with employees, customers, investors, regulators, suppliers, and communities to better understand evolving expectations and emerging risks.

As sustainability expectations continue to evolve globally, organisations must remain adaptable and forward-looking. Strengthening data quality, embedding responsible business practices, fostering innovation, and building collaborative partnerships will be important in supporting long-term business resilience. Blue Planet's continued focus on responsible resource management, sound governance, and continuous improvement provides a strong foundation for advancing its sustainability journey and creating long-term value for all stakeholders.

I would like to acknowledge the commitment of our Board, management team, employees, business partners, investors, and other stakeholders whose contributions continue to support the organisation's progress. Together, we have the opportunity to strengthen responsible business practices, contribute to the transition towards a more circular economy, and create sustainable value for future generations.

Warm Regards,

Naina Subberwal Batra

Independent Director

Blue Planet Environmental Solutions Pte Ltd

Human Resources	FY25	FY26
People & Capability		
Total Employees and Workers (Numbers)	4,156	4,069
Training Participants	7,706	14,318
Average Training Hours	1,415	1,989
Female Representation (employees & workers)	292	268
Female Representation (board level)	3	2
New Employees hired	1,580	3,077
New Workers hired	186	661
Safety		
Lost Time Injury (Non Disabling)	21	19
Total Working Hours	89,73,255	93,45,521
Total Accident Free Working Hours	85,22,263	88,95,085
Grievances Received	37	29
Grievances Resolved	37	29
Greenhouse Gas (GHG) Emission (tCO₂e)		
Scope 1 emission from gas consumption in operations and fuel consumption in the company owned vehicles (tCO ₂ e)	27,124	35,775
Scope 2 emission (tCO ₂ e)	7,565	12,546
Energy (GJ)		
Diesel	3,82,640	5,04,889
Electricity	38,271	64,225
CNG	1,392	1,494
Petrol	608	1,891
LPG	39	150
Water Withdrawal (kL)		
Total Water Consumption	79,996	1,18,005
Ground Water	55,814	90,410
Third party Withdrawal	24,182	27,595
Wastewater Generated	2,261	8,609
Wastewater Treated	1,372	4,039
Water Recycled	1,397	2,764

Solid Waste Processed (Tonnes)		
MSW	65,673	55,651
Legacy	34,86,995	51,04,086
Industrial Waste	4,184	1,15,361
Commercial Waste	31,807	28,336
Ewaste	11,552	20,060
Material Recovered (Tonnes)		
Compost	8,384	7,570
Bio-CNG		240
Paper	24,770	44,833
Wood	845	1,502
Glass	1,533	723
RDF	7,23,603	6,67,693
Plastics	7,565	24,537
Plastics from E-Waste	8,123	6,409
Alum & Alloys from E-Waste	822	1,120
Iron & Steel	4,041	6,364
Non Ferrous Metals E-Waste	2,934	260
Mix Metals	3,085	5,641
E-Waste	518	
Ingots	180	142
Scraps	370	332
Others	5,600	4,027
Inert	18,17,485	19,33,759



ABOUT THIS REPORT

Defining our Journey: Reporting Approach and Scope

We are pleased to present Blue Planet Environmental Solutions' Annual Sustainability Report 2026, which covers our environmental, social, and governance (ESG) performance for FY25 and FY26. This inaugural report marks an important milestone in our sustainability journey and reflects the progress made following the implementation of our Environmental and Social Action Plan (ESAP).

Over the reporting period, sustainability has become an integral part of our strategic agenda. Environmental and Social Management Systems (ESMS) have been implemented across our corporate functions and applicable operational sites to support the management of environmental and social risks. We also initiated the systematic collection and reporting of ESG data to strengthen accountability, improve data quality, and support informed decision-making.

This report outlines our ESG approach, key initiatives, performance, and future priorities. It reflects our commitment to integrating ESG considerations into our business operations and engaging with

stakeholders across our value chain to support responsible and sustainable business practices.

The disclosures and performance data presented in this report relate to FY25 and FY26. Quantitative information has been compiled through our digital ESG data management platform, which supports consistency, traceability, and review of reported information. The reporting boundary covers operations in India, Singapore, Malaysia, New Zealand, and the United Kingdom, representing the principal geographies in which the Group operates.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. In preparing this report, we have considered the GRI reporting principles, including accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. Our objective is to provide stakeholders with a structured and transparent overview of our ESG performance and management approach.

Our reporting approach is supported by corporate governance policies that promote transparency, regulatory compliance, ethical business conduct, and effective oversight. We also align our sustainability approach with the United Nations Sustainable Development Goals (SDGs) and the Ten Principles of the United Nations Global Compact, where relevant to our business and operations.

As a provider of circular economy and waste management solutions, we integrate responsible resource management, technology-enabled waste recovery, and social considerations across our operations. This report highlights our progress in areas including resource efficiency, greenhouse gas emissions, occupational health and safety, community engagement, and governance. As this is our inaugural sustainability report, we recognise that our ESG reporting processes will continue to evolve, and we remain committed to strengthening our data quality, governance, and disclosures over time.





ABOUT OUR ORGANISATION

Consolidating the waste value chain

At Blue Planet, we transform waste into a resource through circular solutions for climate and communities. This report outlines how we are closing the loop to ensure long-term prosperity across our global operations.

Founded in 2017 and headquartered in Singapore, we operate across 13 countries as an integrated waste management enterprise. We enable public and private sector organisations to transition from linear waste models to circular economies through applied scientific and technological approaches. Our expertise lies in managing diverse waste streams, including food, plastic, electronic, and industrial waste, effectively transforming these into valuable resources.

By deploying landfill biomining, material upcycling, hazardous waste management, and renewable energy integration, we mitigate environmental impacts and generate net-positive outcomes. We provide a suite of services encompassing door-to-door waste collection, segregation, advanced treatment, and upcycling within closed-loop systems.

Our material recovery facilities process both general and hazardous waste, converting them into marketable products and renewable fuels. Our integrated platforms unify municipal solid waste, e-waste, and biofuels to maximise resource recovery. Through strategic partnerships with governments, corporations, and startups, we scale sustainable solutions aligned with the United Nations Sustainable Development Goals, contributing to all 15 SDGs.

Grounded in quality, collaboration, and transparency, we continue to deliver measurable impact. To date, we have processed millions of tonnes of waste, restored hundreds of acres of degraded land, and achieved significant reductions in carbon dioxide emissions. Our technologies minimise environmental degradation while improving operational efficiencies and generating positive socioeconomic benefits, including green jobs and community empowerment. Through continuous innovation and a firm commitment to ESG principles, we are actively shaping a sustainable, circular future for the waste management sector.



We have processed millions of tonnes of waste, restored hundreds of acres of degraded land, and achieved significant reductions in carbon dioxide emissions.

Our Global Presence GRI 2-1, 2-2,2-6

Headquartered in Singapore, Blue Planet has a presence across 13 countries spanning Asia, Europe, North America, Africa, and Oceania through its subsidiaries, operations, projects, and business partnerships. We deliver integrated waste management and circular economy solutions by combining technology-enabled solutions with local expertise to support resource recovery, responsible waste management, operational efficiency, and decarbonisation efforts across the regions in which we operate.



Map not to scale.

Our Business Segments GRI 2-1



Biofuels and Clean Energy

We develop biofuels and clean energy solutions by converting organic and agro-industrial waste into renewable fuels and energy. Our decentralised systems enable waste-to-energy processing closer to the source, supporting resource recovery, improving waste management efficiency, and contributing to emissions reduction where applicable. These solutions provide circular alternatives that can support businesses and communities in advancing their decarbonisation and broader sustainability objectives.



Bio-Diversity & Reclamation

We undertake landfill biomining and land reclamation projects to recover legacy waste and facilitate the remediation of landfill sites. Through resource recovery and scientific processing of legacy waste, these projects support the rehabilitation of degraded land and enable opportunities for future land use. This approach contributes to circular economy objectives by recovering valuable materials, reducing the volume of legacy waste requiring disposal, and supporting improved environmental management.



Resource Maximisation

We specialise in resource recovery through Material Recovery Facilities (MRFs) and integrated e-waste management solutions. Our services include collection, segregation, recycling, refurbishment and environmentally responsible handling of hazardous waste. By recovering and processing recyclable materials, we return secondary raw materials to the value chain, supporting circular economy objectives and reducing the volume of waste requiring landfill disposal.



Information, Education, Communication

We drive awareness through targeted Information, Education, and Communication (IEC) programmes that promote sustainable waste management practices, including segregation at source and recycling. These initiatives have empowered communities and businesses to reduce their environmental impact and actively participate in sustainability efforts. This initiative was implemented through Blue Nudge, our Education to Action (EdAct) platform, which was concluded in September 2025 after successfully fostering behavioural change and community engagement.

Strategic Pillars and Values Framework

GRI 2-1, GRI 2-6



Mission

Leveraging pioneering technologies and trusted processes, our ongoing mission at Blue Planet is to drive decarbonisation and promote environmental sustainability. Through our commitment to ESG principles, we aim to reduce reliance on virgin resources and achieve zero waste to landfill, ensuring a better planet for current and future generations.



Vision

We envision a world built on trust, transparency, and sustainability. Our goal is to lead the transition towards a circular economy, fostering a better planet for all. By advocating innovative solutions and embracing the principles of ESG, we strive to create lasting positive impact across the globe.



Values

Trust and transparency guide our focused execution of technological innovations. The innovations are guided by zero waste to landfill, ensuring a future where People, Planet, and Prosperity thrive harmoniously through our commitment to decarbonisation and circularity.

Strategic Business Units

GRI 2-1, 2-22, 2-23

Blue Planet Environmental Solutions Pte Ltd Singapore





A Shared Vision for Impact

At Blue Planet, we believe that waste is simply a resource in the wrong place. Our mission is centred on closing the loop, ensuring that every waste we handle finds its way back into the circular economy. By creating circular solutions for climate and communities, we address the urgent

environmental challenges of today while creating long-term prosperity for the people we serve.

The organisation engages with a range of stakeholders, including employees, shareholders and investors, regulatory bodies, and communities/ NGOs, recognising their relevance to operational continuity and ESG performance. Engagement is conducted through structured mechanisms such as meetings, consultations, surveys, and formal communication channels, tailored to each stakeholder group.

Key interactions include employee engagement sessions, investor communications, regulatory consultations, and community interactions. These engagements are carried out on an ongoing basis to

understand stakeholder perspectives, support compliance requirements, and inform operational and strategic decision-making.

Stakeholder engagement processes are designed to facilitate information exchange and gather feedback across internal and external groups. Inputs received through these engagements are considered in business planning and risk management processes, particularly in areas related to operations, compliance, and ESG performance.

Stakeholder inputs contribute to this process by highlighting relevant concerns and expectations. These insights support the development of social management plans, which are reviewed periodically to ensure alignment with evolving business and stakeholder requirements.



Our mission is centred on closing the loop, ensuring that every waste we handle finds its way back into the circular economy.

STAKEHOLDER ENGAGEMENT

Livelihood Restoration Consultation

Facilitated structured engagements with ragpicker communities at the KDG India Solid Waste Operations landfill site, in coordination with the guidance of GCC and the Government of Tamil Nadu. Recognising that cash compensation alone would not be sustainable, stakeholders collectively agreed to encourage gainful employment within the proposed waste-processing facilities.

Pre-Project Community Consultation

Prior to the commencement of landfill operations at the Njeliyanparamba dumpsite in Kozhikode, Kerala, structured engagement was undertaken with civic leaders and local communities. A detailed presentation was conducted with members of the Kozhikode Municipal Council and community members to outline the biomining process and proposed implementation approach. In parallel, visits were carried out in surrounding communities to understand local concerns and perspectives, supporting informed engagement and facilitating community awareness of the project.



Blue Planet at Singapore-New Zealand Leadership Forum

Blue Planet Group's leadership participated in the Singapore–New Zealand Leadership Forum, engaging in cross-sector dialogue on integrating the circular economy into core business models. Interaction with senior representatives, including New Zealand Prime Minister Christopher Luxon, offered a platform to exchange perspectives on building resilient, outcome-driven economies.

Hon. Chief Minister of UP, Yogi Adityanath's (UP, India) Visit

Uttar Pradesh Chief Minister Shri Yogi Adityanath Ji's visit to Singapore, alongside Ministers and senior government officials, for high-level deliberations. Discussions on scientific waste management, legacy waste remediation, e-waste regulation, and Compressed Biogas acceleration reflect the state's growing commitment to embedding environmental responsibility within its development agenda.

Blue Planet in the Philippines

Blue Planet's technical team participated in the Workshop on Building Waste-to-Energy Facilities in the Philippines, organised by Infrastructure Asia and the PPP Centre, contributing expertise on landfill remediation, resource recovery, and integrated waste management. The workshop brought together government agencies, industry leaders, and international experts to explore the policy, financial, and technological frameworks needed to advance Waste-to-Energy implementation.

STAKEHOLDER ENGAGEMENT

SBM-U Assam and Blue Planet

India Solid Waste Operations facility welcomed Simi Karan, IAS, State Mission Director, SBM-U Assam, for an engagement centred on sustainable urban waste management and the role of biomining in recovering resources from legacy waste sites. The visit reflected growing government recognition of science-based approaches to land restoration and circular waste systems, and reinforced Blue Planet's ongoing collaboration with state authorities in advancing cleaner, more resilient cities.



Phase II Biomining Flagged Off-Perungudi Dumpsite, Chennai

Blue Planet's Phase II biomining operations at the Perungudi Dumpsite in Chennai were formally flagged off by Tamil Nadu's Hon'ble Minister for Municipal Administration, Urban and Water Supply, Thiru K. N. Nehru. The initiative reflects growing state-level commitment to circular, science-based approaches to urban waste management, and reinforces Blue Planet's role as a long-term partner in India's legacy waste remediation landscape.



IFGE and Delhi Government Visit-Greater Noida CBG Plant

India Solid Waste Operations welcomed the Director General of the Indian Federation of Green Energy and the Commissioner (Development) of the Delhi Government to its Integrated Solid Waste Management and Compressed Biogas facility in Greater



Noida. The visit offered a platform to demonstrate how municipal solid waste can be systematically converted into clean energy and value-added by-products at an operationally scalable level.

Blue Planet in New Zealand- Focus on Health and Safety

Oceania team conducted a Health, Safety, and Sustainability roadshow, engaging directly with workers and employees across operations. The initiative provided a platform for on-ground dialogue on safe work practices, environmental responsibility, and the role of every team member in advancing Blue Planet's sustainability commitments. The roadshow reinforced a culture where health, safety, and sustainability are not peripheral obligations but shared values embedded in day-to-day operations.



National Safety Week: Pledge and Recognition Ceremony

During National Safety Week, Sustainability Director, Investment Director from IFK along with Blue Planet CEO joined employees at the Head Office for the National Safety Pledge and an award distribution ceremony recognizing safety excellence. The event reinforced the organization's commitment to promoting a strong culture of safety and shared responsibility.





STRATEGIC PARTNERSHIPS

Scaling ESG through technology

To strengthen our environmental, social, and governance (ESG) performance, we have entered into a strategic partnership with Updapt ESG, a SaaS-based sustainability data management platform. This collaboration enables a structured, technology-enabled approach to governance across our global operations.

This framework supports consistent data capture, monitoring, and reporting across all group entities. By integrating sustainability metrics directly into our daily management processes, we ensure that our ESG performance is backed by reliable and auditable data. This partnership reflects our commitment to transparency and our mission of closing the loop through data-driven innovation.

ESG Governance Framework and Digital Enablement

Over the past year, we integrated the ESG digital platform across our group entities to strengthen data-driven governance. The platform functions as a centralised digital system for collecting, validating and monitoring data from multiple departments, including operations, environment, health and safety and human resources.

This integrated approach ensures that ESG information is accurate and aligned with plant-level activities while enabling consistent oversight at the site, business unit, and corporate levels.

Transitioning from manual, spreadsheet-based tracking to structured digital workflows has allowed us to link routine data entry directly with incident reporting and management reviews.

By embedding ESG considerations into daily practices, we have defined clear accountabilities and standardised

validation checks. These role-based controls strengthen our governance and data integrity across the organisation.

Scope of Operations and Business Unit Coverage

We operate a portfolio of waste management and circularity businesses across Asia, Europe, New Zealand, and Singapore. Our services include landfill remediation, materials recovery, refuse-derived fuel and waste-to-energy, organics and biofuels.

The ESG digital platform serves as the common backbone for consolidating metrics from these diverse business units. While each operating entity maintains dashboards tailored to local regulatory requirements, the platform enables consistent data aggregation at the group level. This structure allows us to maintain local ownership and accountability while ensuring alignment with our group-wide governance and reporting frameworks.



Alignment with Global Frameworks

Through the ESG digital platform, our business units capture data across environmental, social, and governance performance. Environmental indicators include waste volumes, landfill diversion, energy consumption and greenhouse gas emissions. Social metrics encompass health and safety, training, workforce data, and community engagement, while governance indicators include audit findings, compliance and grievance redressal mechanisms.

The platform maps these indicators to globally recognised frameworks, including the Global Reporting Initiative and International Financial Reporting Standards (IFRS) aligned sustainability disclosures. It also integrates our internal triple bottom line framework of People, Planet, and Prosperity. This alignment supports evidence-based reporting of our contribution to the Sustainable Development Goals, enhancing the credibility of our disclosures across all reporting cycles.

Performance, Learning, and Value

Our teams across our business units built significant capability using the ESG platform. This transition from fragmented data collection to a unified digital system has improved the timeliness, completeness, and quality of our ESG data submissions. While providing management with better visibility into performance at both operational and corporate levels, supported by analytics, including AI and ML driven insights.

The platform enabled us to move from historical reporting toward more proactive performance management. We utilise ESG data to set, monitor, and review targets for decarbonisation, landfill waste reduction, and the expansion of circularity models across diverse geographies. This initial year fostered a shared sense of ESG ownership, aligning with operational teams and corporate functions to identify improvements and support continuous learning.

Data and Reporting Challenges

Despite our progress, we face inherent challenges in ESG data management that our partnership with Updapt helps us navigate:

- **Data completeness and accuracy:** Ensuring consistent collection across geographically dispersed sites with varying levels of digital maturity.
- **Data harmonisation:** Standardising definitions and reporting boundaries across diverse business units to ensure group-level KPIs, such as emissions reductions, remain comparable.
- **Regulatory adaptation:** Managing evolving disclosure requirements, including BRSR and SEBI mandates, which require ongoing updates to our data models. (We are a Singapore-based company, and BRSR and Securities Exchange Board India (SEBI) are not in our mandate).
- **Data timeliness:** Addressing lags in submission to maintain the accuracy of internal dashboards and stakeholder disclosures.

By integrating digital tools with internal governance and targeted training, we are transforming complex, multi-country data into insights that support low-carbon growth and our broader circularity objectives.

Strengthening ESG Reporting and Assurance Readiness

As our ESG reporting programme continues to mature, we remain focused on strengthening the quality, consistency, and governance of sustainability data across the Group. Building on the implementation of the digital ESG platform, our next phase will focus on enhancing data quality, improving reporting efficiency, and reinforcing accountability at the site, business unit, and corporate levels.

Key priorities include further standardising ESG data collection methodologies, strengthening data verification and evidence management processes, and implementing a Group-wide ESG Data Retention and Verification Protocol to support traceability

and external assurance requirements. We will also continue to build ESG capability across our business units through targeted training and clear reporting responsibilities.

Working collaboratively with our digital platform provider, we will evaluate opportunities to enhance system functionality, including improved evidence management, configurable document attachment requirements, automated validation checks, and analytics to support informed decision-making. As our reporting processes evolve, we will continue to review and refine our ESG disclosures in line with applicable reporting frameworks, stakeholder expectations, and emerging regulatory developments relevant to our operations.

Through these initiatives, we aim to further strengthen the reliability of our ESG information and support transparent, consistent, and decision-useful sustainability reporting across the Group.



ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)

Transforming Operations and Mitigating Risk

The Environmental and Social Action Plan (ESAP) provides a structured framework for strengthening environmental, social, and governance (ESG) performance across Blue Planet's operations. Developed in collaboration with Impact Fund Denmark, the programme supports improvements in governance, management systems, operational controls, risk management, and ESG data reporting, while reinforcing compliance with applicable requirements and fostering continual improvement across the Group.

Our Investee Companies

Impact Fund Denmark's Role in Advancing Our Sustainability Transformation

Impact Fund Denmark partnered with us in April 2023 to drive ESG transformation through strategic funding. The engagement led to the implementation of 103 Environmental and Social Action Plan (ESAP) items across the Environment (28), Social (36), and Governance (39) pillars.

The programme addressed pollution control, GHG emissions, labour standards, occupational health and safety, and grievance redressal mechanisms. Concurrently, we rolled out group-wide policies, an Environmental and Social Management System (ESMS), risk registers, and enhanced board oversight. These actions achieved 100% ESAP compliance, which was verified through independent third-party audits across our landfill bio-mining sites, e-waste facilities, and the corporate office.

This partnership aligned us with global ESG standards and established a pathway through Updapt and GRI disclosures. Full compliance strengthens our resource recovery and enhances the ESMS across our India Solid Waste Operations and India E-Waste Operations business units, building long-term investor confidence.

ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)

ESAP Enablers

The successful implementation of the Environmental and Social Action Plan (ESAP) was driven by several key enablers that have now been institutionalised across our operations:



Dedicated leadership

Sustainability responsibilities were assigned through clearly defined roles operating under a unified policy framework.



Standardised management

A group-level ESG framework and ESMS manual were introduced, covering risk management, emergency preparedness, and security protocols.



Compliance tracking

An Environmental and Social Compliance Register was established to monitor legal and regulatory requirements across operations.



Policy integration

A consolidated framework was developed encompassing human rights, gender equality, and supplier ESG standards.



Stakeholder mechanisms

Structured engagement and grievance redressal processes were formalised with integrated feedback systems.



Climate action

Progressed development of the GHG emission reduction roadmap alongside GHG accounting for landfill and e-waste operations.



Digital oversight

The ESG digital platform was integrated to enable centralised monitoring of GHG emissions, energy, water, and labour metrics.



Rigorous auditing

Annual internal and external audit programmes were implemented, supported by independent compliance reviews conducted by Ramboll.



Capacity building

A structured training framework was introduced, featuring daily "Toolbox Talks" along with specialised EHS and ESG modules.



Risk tools

Standardised assessment mechanisms, including incident logs and corrective action trackers, were deployed across operations.



Governance oversight

Board-level ESG monitoring was reinforced through periodic reviews of sustainability performance.

These implementation pillars have established the governance foundations required for systematic risk management. Building on this framework, we deployed operational safeguards addressing health, labour, and social risks specific to our biomining and e-waste processing activities.

Key Risk Mitigation Measures

To strengthen operational integrity and align operations with international standards, several risk mitigation measures have been implemented across our facilities:



Policy integration:

A consolidated framework was developed encompassing human rights, gender equality, and supplier ESG standards.



ESMS across all sites:

A group-level Environmental and Social Management System (ESMS) was introduced to establish unified protocols for environmental risk, occupational health and safety, and labour standards. Dedicated sustainability personnel oversee implementation and monitoring at individual sites.



Pollution prevention:

Preventive maintenance programmes are maintained for air pollution control equipment, including dust suppression systems and biofilters, supporting compliance with noise and fugitive emission standards across processing facilities.

ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)



Leachate management:

Site-specific leachate management plans were implemented across landfill locations, incorporating collection systems with leak detection and biological treatment plants. Real-time monitoring of pH and heavy metals supports zero-discharge operations and continued compliance with Central Pollution Control Board (CPCB) requirements. Agreements with local municipalities also support safe processing at sewage treatment plants.



Labour rights and welfare:

Daily “Toolbox Talks” and structured workshops reinforce fair working conditions, non-discrimination, and freedom of association. Verification of statutory social security contributions, including Provident Fund (PF) and Employees’ State Insurance Corporation (ESIC) deposits, supports wage transparency and responsible labour management practices.



Grievance redressal:

Accessible and confidential grievance redressal mechanisms (GRM) have been established across all sites, supported by quarterly reporting on resolution timelines.

The Internal Complaints Committee (ICC) manages cases in accordance with the POSH Act through impartial investigation processes. Community forums also facilitate engagement on landfill reclamation activities and integration of public feedback into operational planning.



Periodic audits:

Annual compliance audits are undertaken to assess labour practices, supplier ESG performance, and resource efficiency against IFC Performance Standards 2 and 3. Audit findings are translated into corrective action plans to support continuous enhancement of the ESMS.12.



Gender equality and inclusion:

Inclusion principles have been embedded across group-wide HR systems in alignment with SDG 5 (Gender Equality). Governance frameworks incorporate non-discrimination and social inclusion measures to strengthen workplace equity. Grievance redressal systems addressing gender-based violence and harassment have been reinforced, alongside targeted training programmes for supervisors and frontline workers.



Biodiversity protection:

A biodiversity risk screening framework has been integrated into the project categorisation process. At the Guwahati landfill site, a Critical Habitat Assessment (CHA) identified one critical habitat species, following which site-specific monitoring measures were communicated to the Guwahati urban local body to support ecosystem protection alongside reclamation activities.



Working Hours:

A three-shift operational model was introduced across landfill biominer sites in line with state labour laws and IFC Performance Standard 2. The phased transition from a 12-hour system to a legally compliant eight-hour structure was completed in October 2024 following consultations with man power labour contractors and legal experts. Compliance with minimum wage and weekly rest requirements is supported through verified payment records.



Standardised worker accommodation:

Migrant worker accommodation facilities include 24/7 emergency medical access, sanitation infrastructure, and recreation areas. Occupancy is monitored to prevent overcrowding, while periodic welfare inspections ensure adherence to ESMS standards covering potable water, ventilation, and fire safety.



Occupational health and safety:

Annual health check-ups and wellness programmes are conducted across e-waste and landfill operations. Exposure data relating to dust and workplace hazards is analysed to support preventive interventions. High-risk maintenance activities operate under documented work-permit systems covering “Lockout-Tagout” (LOTO) procedures and heavy-lifting protocols. Incident reporting is managed through the ESG digital platform incident management module and mobile application to enable real time visibility and response.



Fire prevention and emergency response:

Fire response infrastructure, including hydrant networks and dedicated emergency teams, is maintained in accordance with NBC 2016 guidelines. Hot work safety protocols are enforced alongside quarterly emergency drills to strengthen preparedness and response capabilities.



GHG emissions management:

During FY25 and FY26, Scope 1 and Scope 2 emissions baselines were established alongside development of a GHG mitigation roadmap aligned with operational feasibility. The ESG digital platform consolidates operational data across biominer, e-waste, and energy businesses to identify emission hotspots and reduction opportunities. Climate risk mitigation efforts are supported by documented policies and training records submitted for independent review.

While navigating challenges such as permit delays and variable training engagement, we addressed these through proactive communication and performance-linked incentives. Our key learnings emphasise the importance of early community engagement and adaptive training to ensure sustained impact. These environmental, social, and governance improvements strengthen our operational resilience, delivering cleaner and more inclusive outcomes for all stakeholders.



STRENGTHENING ESG GOVERNANCE AND MANAGEMENT

Building ESG systems for sustainable growth

An independent ESG due diligence highlights that Blue Planet has made progress in establishing its Environmental and Social Management System (ESMS) and aligning operations with applicable environmental and social standards. This reflects a transition towards a more structured and system-driven approach to ESG management.

The Company has focused on strengthening foundational ESG elements, including policies, standard operating procedures, and risk management frameworks, which are being progressively embedded across operations. Core business activities such as landfill remediation, resource recovery, recycling, and waste-to-value solutions support circular resource use, while efforts to measure greenhouse gas (GHG) emissions have been established. The approach to emissions management and reduction continues to evolve, with ongoing improvements in data systems and monitoring.

Operational priorities include occupational health and safety, labour practices, and community engagement, particularly in high-risk waste management environments. Governance systems are being strengthened through enhanced policies, risk registers, compliance monitoring, and audit mechanisms, although further work is ongoing to improve consistency and integration across business units.

The Environmental and Social Action Plan (ESAP) provides a structured roadmap to strengthen ESG integration. Implementation is underway across key areas, supported by cross-functional teams and phased timelines. While progress has been made, certain aspects, including climate strategy, supply chain oversight, and group-wide data systems, are still developing.

Building on the progress achieved to date, our focus remains on strengthening the maturity of our ESG management system through improved governance, consistent implementation, enhanced data quality, and effective internal controls across the Group. Guided by the Environmental and Social Action Plan (ESAP), we will continue to integrate Environmental and Social Management System (ESMS) requirements into business operations, strengthen ESG data governance, and improve the consistency of ESG practices across all business units. Supported by Novo Holdings expertise in sustainable investing, we will continue to strengthen our ESG capabilities and governance framework.

Identifying Our Material ESG Topics GRI 3-2

Understanding and prioritising material Environmental, Social, and Governance (ESG) topics underpins our sustainability reporting and strategic planning. This assessment enables us to focus on the issues most relevant to our operations and stakeholders, providing a foundation for informed decision-making and our long-term sustainability strategy.

Approach to Materiality

Identifying material issues is essential for defining our ESG priorities. Given our diverse stakeholder base, we must clearly understand their primary concerns to ensure our initiatives deliver meaningful impact. Our assessment uses a systematic approach to identify, prioritise, and validate our most significant topics.

We visualise these results in a materiality matrix, which categorises topics based on their significance to both stakeholder concern and business impact. The matrix highlights two key clusters:

- **Critical focus areas:** These high-impact topics include waste management, circular economy, climate change. On the social and governance front, it covers occupational health and safety, diversity, equity and inclusion training & development, stakeholder engagement.
- **Strategic people-focused areas:** Topics with moderate stakeholder concern and business impact include employee benefits, performance management, and local hiring.

Material Topic	Description
Waste Management GRI 306	Effective waste management is critical to reducing landfill dependency and environmental impacts. Blue Planet delivers integrated solutions across collection, segregation, processing, recycling, and upcycling, enabling diversion of waste into resource recovery and value-added streams. This approach supports regulatory compliance, improves resource efficiency, generates economic value through material recovery, and contributes to the Company's commitment to "Zero waste to landfill."
Circular Economy GRI 301	Blue Planet advances circular economy principles by converting waste into valuable resources, including recycled materials, alternative fuels, and reclaimed land. This approach reduces reliance on virgin resources, improves resource efficiency, and generates economic value. By integrating waste-to-value solutions into its core operations, the Company supports scalable growth while minimising environmental impact.

Material Topic	Description
Climate Change GRI 305	Blue Planet has established a baseline by measuring and reporting its greenhouse gas (GHG) emissions. Through landfill biomining, compressed biogas, and e-waste recycling operations, contributes to avoided emissions. Management and mitigation of Scope 1 and Scope 2 emissions are at a developing stage, with ongoing efforts to strengthen GHG management, improve compliance, and support investor expectations.
Risk Management GRI 102	A structured approach is adopted to identify and manage environmental and social risks to support business continuity. Key risks are captured through enterprise risk registers, enabling prioritisation and mitigation. Resilience is integrated into site selection, operational design, contingency planning, and insurance coverage, strengthening operational reliability and supporting informed decision-making in a changing environmental context.
Occupational Health & Safety GRI 403	Workforce health and safety is prioritised through structured OHS management systems. Given the high-risk nature of waste management operations, safety protocols, training, and awareness programmes are embedded across activities to minimise risks, protect employees and contractors, and support operational continuity.
Diversity, Equity, and Inclusion GRI 405	A diverse and inclusive workforce is promoted to support innovation, talent access, and inclusive decision-making. Given the nature of waste management operations and workforce dynamics, maintaining consistency in DEI practices can be challenging. Efforts are focused on strengthening gender-focused strategies and inclusive workforce initiatives to improve representation, enhance workplace equity, and foster an inclusive organisational culture.
Training & Development GRI 404	Continuous learning and capability building are prioritised to enhance workforce skills, operational efficiency, and safety performance. Structured training programmes cover health and safety, environmental compliance, operational practices, and leadership development, supported by an annual training calendar to ensure consistent delivery across functions and geographies. These efforts strengthen employee competencies and support a culture of continuous improvement.
Stakeholder Engagement GRI 102	Collaborative relationships with governments, industry partners, NGOs, communities, clients, and the workforce support the delivery of scalable and sustainable waste management solutions. These partnerships facilitate municipal project execution, access to funding, and technical collaboration. Engagement with communities focuses on addressing concerns related to waste operations and landfill remediation, while client partnerships support initiatives such as livelihood restoration for informal waste workers. Structured mechanisms are in place for workforce interaction and grievance redressal, along with regular engagement with customers to address queries and share business updates.

By aligning these priorities, we ensure our sustainability strategy remains transparent and focused, effectively guiding our resource allocation and driving continual performance improvement.



SUSTAINABLE DEVELOPMENT GOALS

Driving Meaningful Change

We align our operations with the United Nations Sustainable Development Goals (SDGs). These 15 global goals provide a shared framework for advancing sustainable development and guide the integration of environmental, social, and governance (ESG) considerations into our business strategy, operations, and stakeholder engagement.

Our business activities support progress across economic development, social inclusion, and environmental stewardship. Through responsible waste management, resource recovery, circular economy solutions, occupational health and safety, employee development, and community engagement initiatives, we seek to create long-term value while contributing to sustainable development in the communities where we operate.

During the reporting period, our operations contributed to several SDGs through activities including landfill biomining, recycling and resource recovery, renewable energy and biofuel initiatives, responsible water and energy management, environmental education programmes, and efforts to strengthen governance and ethical business practices. These initiatives support our objective of integrating sustainability considerations into day-to-day business operations while responding to the evolving needs of our stakeholders.

The SDGs also provide a framework for identifying opportunities to enhance our sustainability performance and monitor progress over time. By aligning our material ESG topics with relevant SDGs, we aim to strengthen transparency, support informed decision-making, and contribute to global sustainable development priorities through continuous improvement and responsible business practices.



SUSTAINABLE DEVELOPMENT GOALS



No Poverty

Inclusive economic development is supported through the formalisation of roles within the informal waste sector and the creation of stable green jobs. Improved working conditions across operations strengthen occupational safety while enabling community-linked enterprises within the value chain. During the reporting period, employment opportunities were generated for more than 8,225 individuals, supporting sustainable livelihoods and reducing income vulnerability.



Good Health and Well-being

Public health outcomes in surrounding communities are strengthened through landfill remediation and scientific waste processing practices. Reduction of risks associated with open dumping and uncontrolled burning helps minimise exposure to pollution and environmental hazards. Safe closure of landfill sites, supported by stringent health and safety protocols, safeguards 5,096 workers across facilities while extending health benefits to nearby communities.



Quality Education

Environmental literacy and sustainability awareness are promoted through structured training programmes, community workshops, and educational outreach initiatives. The flagship Blue Nudge programme has reached more than 1.8 million individuals across 2,000 schools and educational institutions, supported by 10 collaborators. The initiative encourages early understanding of waste segregation, circularity, and climate responsibility.



Gender Equality

Greater participation of women within the waste management sector is encouraged through inclusive hiring practices, equal opportunity policies, and workforce monitoring mechanisms. Women represented 14.14% of on-roll employees as of March 2026, compared to 14.63% in March 2025, including 20% representation at the corporate level. Engagement with vendors also supports broader gender inclusion across the supply chain.



Clean Water and Sanitation

Protection of freshwater ecosystems is supported through landfill restoration, groundwater monitoring, and responsible hazardous waste management practices. Rehabilitation of 35 landfill sites, combined with stormwater management interventions undertaken alongside local authorities, helps minimise leachate risks and strengthen water quality safeguards.



Affordable and Clean Energy

Renewable energy generation from municipal solid waste supports circular economy solutions while reducing dependence on conventional fossil fuels. Initiatives include 72 bio-energy bins with capacities ranging from 5 kg to 20,000 kg, developed under BOO and BOOT models to supply compressed biogas for community and industrial use.



Decent Work and Economic Growth

Meaningful employment opportunities across the waste management value chain support local entrepreneurship and inclusive economic growth. More than 8,225 livelihoods are linked to collection, processing, and recycling operations, supported by safe working conditions, skills development, and responsible labour practices. Partnerships with local businesses and service providers further strengthen community resilience.



Industry, Innovation and Infrastructure

Technologies such as landfill biominning machines, decentralised waste processing, and digital waste tracking support improved resource recovery and waste management practices. ERP-enabled digital systems enable real-time monitoring of waste flows, while decentralised facilities enhance local waste management and reduce logistical footprints, contributing to measurable environmental outcomes and improved material recovery.



Reduced Inequalities

Formal workforce integration is supported through fair wages, dignified working conditions, and inclusive employment opportunities, contributing to reduced inequalities. Migrant labour accounts for a significant share (~51%) of the workforce across landfill operations, reflecting sector dynamics. The Company ensures equitable treatment, compliance with labour standards, and access to training and social protection, strengthening livelihoods across the waste management value chain.

SUSTAINABLE DEVELOPMENT GOALS



Sustainable Cities and Communities

Cleaner and more resilient urban environments are supported through decentralised waste management solutions and legacy landfill remediation. A total of 287,838 tonnes of municipal waste was collected and processed across operations. In addition, rehabilitation efforts across 35 landfill sites covering 298.53 acres have enabled the processing of 8.87 million tonnes of legacy waste in partnership with municipal authorities and the Ministry of Urban Development, contributing to reduced environmental and public health risks.



Responsible Consumption and Production

By embedding recycling, upcycling, and circular business models into our operations to minimise waste and conserve resources. Our activities enabled large-scale material recovery across diverse waste streams, strengthening responsible resource use and reducing environmental impacts. Our circularity actions include converting organic waste into 15,954 tonnes of compost to restore soil health, recycling 71,952 tonnes of organic materials such as paper and wood, 51,92,453 tonnes of inorganic materials including glass, RDF, plastics, ingots, scraps, and inert waste, and recovering 24,267 tonnes of mixed metals. Together, these efforts keep materials in circulation, divert waste from disposal, and support sustainable growth through efficient resource use.



Climate Action

Waste management interventions contributed to an estimated reduction of 1.20 million tonnes of CO₂e through landfill diversion, methane avoidance, and waste-to-energy initiatives, including biogas projects. Emissions monitoring systems and climate-focused operational practices support lower-carbon growth pathways and strengthen climate resilience across the value chain.



Life Below Water

Water and leachate management practices are implemented to minimise risks of contamination to surrounding water bodies. As part of these efforts, 709.51 kL of contaminated leachate was transferred to authorised STP facilities for treatment, preventing discharge into natural drains. These measures support responsible water management within operations and help mitigate potential impacts on aquatic environments.



Life on Land

Landfill remediation and compost generation initiatives support the restoration of soil health and protection of terrestrial biodiversity. Reclamation of 298.53 acres of land across 35 landfill sites, combined with habitat restoration and generation of 15,676 tonnes of organic manure compost measures, enables long-term ecosystem recovery and responsible land management across previously degraded areas.



Partnerships for the Goals

Blue Planet collaborates with over 20 partners, including governments, technology providers, to deliver sustainable waste management solutions across 40 locations. These partnerships enabled the processing of 8.87 million tonnes of legacy waste, and mobilisation of USD 35 million in climate-focused capital. These collaborations also supported 35 landfill locations remediation projects and facilitated livelihood initiatives for informal workers, strengthening the circular economy ecosystem.

RECLAIMING LAND REVIVING NATURE

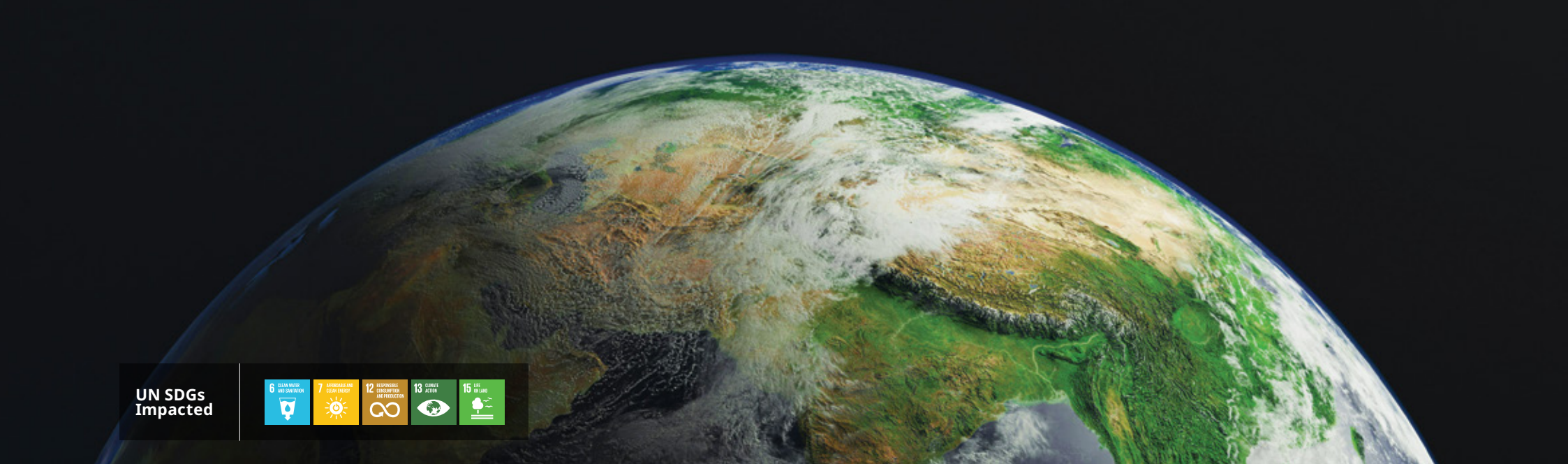
At the India Solid Waste Operations, 1.7 million tonnes of legacy waste were processed, reclaiming 93.24 acres of land that had been buried under garbage for over 50 years. This transformation created tangible impact: 3,454 tonnes of glass were recycled into new bottles, 2.18 million tonnes of stones were reused in construction, and plastics were upcycled into furniture, slabs, and park materials. Recovered soil was used to develop green parks, medians, and lake bunds, while refuse-derived fuel (RDF) was supplied to cement kilns, replacing fossil fuels and reducing emissions.



India Solid Waste Operations is turning decades of dumpyard waste into **furniture, bottles, concrete slabs, ramps, and park pathways**—giving waste a second life.

Blue Planet's biomining
innovation has rewritten
Chennai's waste story





UN SDGs
Impacted



ENVIRONMENTAL IMPACT

Our Blueprint for a Greener Future

We prioritise energy and emissions management, biodiversity protection, and water stewardship to promote a healthy planet. Our strategy focuses on systematic resource recovery and waste-to-energy solutions to reduce our operational carbon footprint.

Our blueprint for a greener future involves investments in organic waste solutions, agri-waste processing, and integrated municipal solid waste (MSW) management. By shifting from disposal to recovery, we minimise reliance on fossil fuels and embed circularity across our business units. We actively collaborate with suppliers to align environmental standards, ensuring that our sustainability commitments extend throughout our value chain.

Recognising the importance of biodiversity, we restore degraded land through landfill reclamation and legacy waste remediation. These efforts are complemented by the adoption of water-saving technologies and leachate management to protect groundwater and local aquatic ecosystems. Our broader initiatives emphasise:



Waste minimisation

Enabling waste minimisation through treatment, recovery, and diversion.



Supplier accountability

Mandating sustainable practices and environmental compliance.



Stakeholder transparency

Driving continuous improvement through engagement with local communities, NGOs, and government agencies.

By maintaining high standards of environmental oversight, we strengthen our operational resilience and contribute to the restoration of natural ecosystems.

ENVIRONMENTAL IMPACT



GHG Emissions & Climate Mitigation Initiatives

We recognise that climate change poses material risks to our business, communities, and ecosystems. We contribute to mitigation through integrated waste management and resource recovery solutions that reduce landfill dependency and promote lower-carbon alternatives.

Through collection, biomining, and waste-to-energy solutions, we prevent landfill methane emissions and displace fossil fuels. These initiatives reduce greenhouse gas (GHG) emissions and support global climate goals as we continue to build our internal capabilities for data management and disclosure.

We are progressively enhancing our understanding of climate-related risks. This includes transition risks linked to evolving regulations and physical risks from extreme weather events. Over the coming years, we intend to align our approach with emerging best practices, setting structured targets for emissions reduction and operational resilience to further our contribution to circularity.

Energy Management

We recognise the critical role of effective resource management in reducing environmental impact. As we shape a circular economy, we are charting a path toward carbon neutrality by focusing on reducing energy consumption and integrating renewable solutions to minimise our footprint.

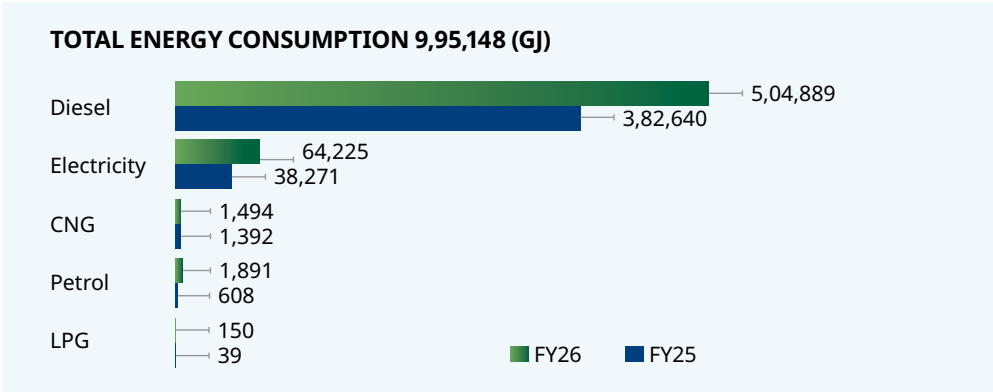
Our sustainability efforts continue to create opportunities for expanding green infrastructure, resource recovery, and clean energy operations. At our E-waste facility, on-site solar rooftop has been a key driver of our renewable energy transition growing from 1,11,337 kWh (FY 2024-25) to 2,58,710 kWh (FY 2025-26), contributing ~63% and ~61% of total site energy respectively, and cumulatively avoiding 280 tCO₂ of greenhouse gas (use grid emission factor 0.000757 tCO₂/kwh. With increasing global emphasis on renewable energy purchase, these initiatives help strengthen climate resilience while supporting the transition towards a more energy efficient and low carbon profile.

Avoided Emissions

During FY25 and FY26, Blue Planet's operations contributed to an estimated 1,240,528 tCO₂e of avoided emissions through landfill biomining, e-waste recovery and biofuel production. Landfill biomining accounted for the largest contribution, with 1,183,731 tCO₂e of avoided emissions over the two-year period, reflecting the expansion of landfill biomining projects following the award of additional municipal contracts. Blue Planet E-Waste contributed an estimated 19,894 tCO₂e of avoided emissions through the recovery and recycling of materials from end-of-life electrical and electronic equipment, supported by increased recycling capacity and the commissioning of a new processing facility from FY25 onwards. Biofuels contributed 36,623 tCO₂e. These estimates were derived using the UNFCCC approved methodologies and internally defined calculation approaches relevant to each business activity. These estimates represent the potential greenhouse gas emissions avoided through Blue Planet's waste management and resource recovery activities and should not be interpreted as reductions in the Group's operational Scope 1, Scope 2, or Scope 3 greenhouse gas emissions.

Energy Consumption GRI 302-1

Our environmental solutions are dedicated to reducing energy consumption across all our operations.



GHG Emissions

Although our core waste management operations are not highly emission-intensive compared to other industrial sectors, we recognise the importance of actively managing our carbon footprint.

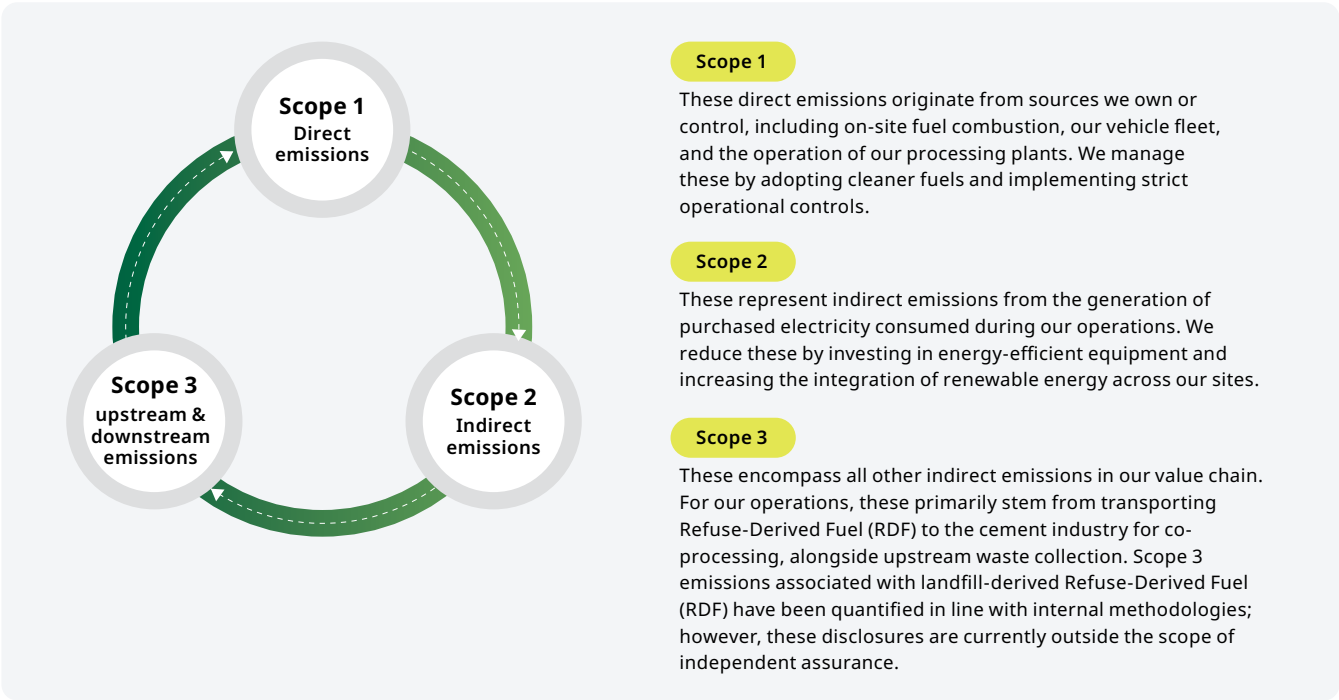
We proactively track our GHG emissions and calculate them in accordance with the internationally recognised GHG Protocol. This ensures our performance measurement aligns with global standards and supports transparent, continuous improvement across all our business units.

GHG Organisational Boundary and Consolidation Approach

Blue Planet Environmental Solutions operates through varying equity shareholding structures across its business units. Accordingly, the Group’s greenhouse gas (GHG) emissions are reported using the equity share approach in line with the GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition, 2015), reflecting Blue Planet Singapore’s ownership interest in each business unit.

Based on the combined FY25 and FY26 Scope 1 and Scope 2 emissions, the Group’s gross emissions totalled 83,141.46 tCO₂e, while the equity-adjusted emissions attributable to Blue Planet Singapore amounted to 46,809.51 tCO₂e, representing approximately 56% of the total gross emissions in line with its proportionate equity interest across the portfolio.

In accordance with the equity share approach, emissions from subsidiaries and joint ventures are consolidated based on shareholding percentage, irrespective of operational control. This ensures that emissions are attributed in proportion to Blue Planet’s economic

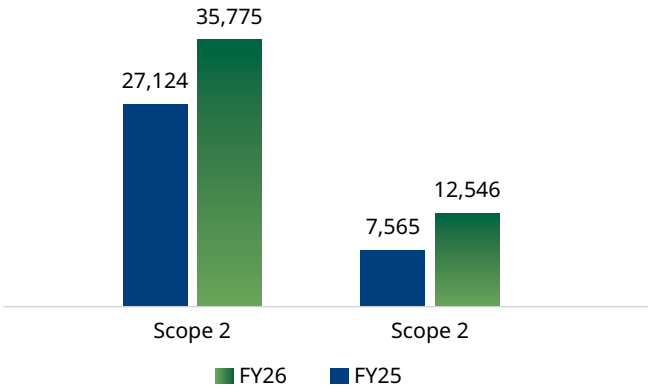


interest, providing a transparent distinction between total operational footprint and the Group’s attributable share. The approach enables consistent tracking of emissions performance across a diversified business portfolio while aligning reporting with financial ownership structures.

Scope 1 & Scope 2 Emissions GRI 305-1, 305-2

We track our emissions across two distinct scopes as defined by the GHG Protocol. This systematic approach allows us to accurately measure and manage our carbon footprint, directly supporting our goal of achieving a net-positive environmental impact.

GHG EMISSIONS (tCO₂e) FY25 & FY26 (tCO₂e)





Waste Management

Effective waste management is central to our sustainability strategy. We are committed to reducing operational waste, promoting recycling, and ensuring responsible disposal through policies designed to minimise environmental impact and support circularity.

Waste Generation GRI 306-3

We prioritise sustainable waste management as part of our environmental responsibility. As our core operations focus on treating externally generated waste, internal waste generation is limited to office and canteen activities, amounting to approximately 176,863 kg. This primarily comprises organic and non-hazardous waste, with negligible plastic content.

1,76,863 Kgs

Total Waste Generated in FY25 & FY26

Waste Collection and Transportation

We implement waste-reduction strategies focused on minimising waste at the source and embedding circularity across our business. Our processes, from segregation and collection to treatment and disposal, strictly adhere to regulatory compliance and environmentally sound practices.

We deploy advanced technologies, including GPS-enabled fleets, smart bins, and centralised ERP systems, to ensure traceable operations across industrial and municipal waste streams. To manage e-waste and plastic waste, which occur in minimal amounts, we partner with authorised recyclers. These partnerships are essential to maintaining high standards and reducing the environmental impact of our operations.

Our digital tracking systems enhance transparency, enabling real-time monitoring of waste generation trends and the accurate measurement of our diversion efforts. Furthermore, we invest in sustainable infrastructure, such as landfill mining and waste-to-energy solutions, to decrease landfill reliance and reduce greenhouse gas emissions. By recovering valuable materials and generating renewable energy, we drive the transition to a circular economy while supporting community well-being.

Waste Processing and Legacy Waste Remediation GRI 306-4

We emphasise efficient processing to ensure resource recovery and circularity across our value chain. Our integrated facilities utilise specialised technologies for sorting, material recovery, composting, and renewable energy generation.

Legacy waste remediation is a primary focus area. We reclaim accumulated dumpsites through biomining and segregation, recovering recyclables and soil-like fractions for sustainable reuse. Additionally, we process organic waste using composting and biogasification systems, producing nutrient-rich compost and biogas for soil revitalisation and clean energy.

We invest in infrastructure such as e-waste recycling, material recovery facility and waste to energy assets, to decrease landfill reliance and reduce greenhouse gas emissions.

89,23,756 Tonnes
Total Waste Processed in FY25 & FY26

Resource Recovery Highlight

Waste processing activities focus on material recovery across multiple waste streams, including municipal solid waste, legacy waste, industrial waste, commercial waste, and e-waste. Recovered fractions include plastics, metals, inert materials, and other recyclables, with recovery rates varying by waste type. Higher recovery proportions are observed in commercial waste (79%) and legacy waste (60%), while e-waste and municipal solid waste streams demonstrate moderate recovery levels based on composition and processing conditions.

Material outputs such as plastics, mixed metals, aluminium, and iron are segregated and directed towards recycling or further utilisation, where feasible. The remaining fractions, including inert materials, are managed in accordance with operational requirements. These activities contribute to resource recovery and diversion from disposal, while reflecting the inherent variability in waste composition and processing efficiency across sites.

Additionally, our processing technologies convert residual waste into energy and alternative fuels, directly supporting industrial decarbonisation. This transformation allows us to treat waste as a renewable resource rather than an end product. Through data-driven optimisation and circular systems, we continue to advance our zero-waste goals. These efforts strengthen our operational efficiency and support broader sustainable development by integrating recovered materials back into the productive economy.

Waste Reduction Strategies

We provide integrated waste management solutions covering the collection, segregation, and processing of diverse streams, including plastic, food, and electronic waste. Our operations convert the organic waste into waste biogas, directly reducing the volume sent to landfills.

Waste Minimisation and Source Reduction

We emphasise employing local communities and promoting circular economy principles to drive positive environmental and social impacts. By focusing on source reduction, we ensure that our operations align with the needs of the regions we serve.

Recycling and Resource Recovery

Maximising recycling is central to our strategy. We implement strict segregation programmes to separate recyclables and collaborate with authorised partners to process plastics and e-waste. Our resource recovery initiatives, including waste-to-energy and composting, further reduce landfill dependency and drive the transition to a circular economy.

Technology and Stakeholder Engagement

We invest in advanced technologies, such as material recovery facilities and digital tracking systems, to enhance operational transparency. By engaging employees and partners through education programmes, we foster a culture of environmental responsibility and collaborate with local authorities to improve regional infrastructure.

Waste Stream	Total waste Processed (Tonnes)	Compost (%)	RDF (%)	CBG (%)	Paper (%)	Wood (%)	Glass (%)	Plastics (%)	MixMetals (%)	Ingot (%)	Inert (%)	Others (%)	Scrap (%)	Aluminium & Alloys (%)	Iron Steel (%)	Non Ferrous (%)	Total (%)
MSW Processed	1,21,324	11	4.89	0.46	16.66		0.089	3.67			1.55			0.88	1.37		41
Legacy waste processed	85,91,081	0	16.04		0.00	0.00013					43.64	0.11	0.008	0	0.00		60
Industrial Waste	1,19,545	0	0.00		18.30	0		17.66	7.17	0.35		0		0	0.00		43
Commercial Waste	60,143	4	7.70		45.80	3.88	4	13.03				0.83		0.12	0.3		79
E-Waste Processed	31,612					0.0063	0.022	22.64						2.5	32.26	1.31	59



Circular Economy

We drive sustainability through waste management solutions designed to transform waste into valuable resources, such as energy and biofuels. This approach directly reduces environmental impact and promotes sustainable practices across our operations in India.

Decarbonising the Waste Industry

We recognise the essential need to decarbonise the waste management sector. Building on global progress in emissions reductions, we are lowering our carbon footprint through biomining and waste-to-energy processes. By optimising resource recovery, we minimise landfill dependency and utilise biofuels derived from organic waste to power cleaner operations.

100% Landfill Avoidance Initiatives

Our core goal is to maximise landfill diversion through integrated solutions covering waste collection, segregation, and energy conversion. We prioritise recovering both recyclables and non-recyclables via energy-from-waste technologies. These efforts significantly reduce methane emissions and local pollution, advancing circularity while contributing to cleaner communities and national environmental goals.

CASE STUDY

TURNING END-OF-LIFE TYRES INTO CIRCULAR RESOURCES

In the Oceania region, Smart Environmental Ltd. in Aotearoa New Zealand launched TyRecycle NZ in September 2024 as a dedicated tyre collection and processing service under the nationwide Tyrewise initiative. The programme addresses the growing challenge of managing nearly 6.5 million end-of-life tyres generated across the country each year.

Through an integrated collection and recovery network, discarded tyres are redirected away from landfill and repurposed into products such as rubber crumb, granules, and tyre-derived fuel (TDF). Used as a lower-emission substitute for coal in energy-intensive sectors including cement manufacturing, TDF supports reduced dependence on conventional fossil fuels while contributing to lower greenhouse gas emissions.

Since commencement, the initiative has diverted close to 350,000 tyres from landfill, reducing environmental risks linked to illegal dumping and long-term stockpiling. In addition to rubber recovery, the process also enables extraction of steel and textile materials for further reuse. Supported by collaboration with government bodies and industry stakeholders, TyRecycle demonstrates how practical circular economy solutions can strengthen resource recovery, minimise environmental impact, and create long-term value from waste streams.



The initiative has diverted close to **350,000 tyres from landfill**, reducing environmental risks linked to illegal dumping and long-term stockpiling.



Biodiversity

We recognise the importance of biodiversity in protecting the environment and supporting sustainable development. While our primary focus is effective waste management, we actively safeguard natural habitats and species in our operational areas.

None of our current operations or offices are located in or near ecologically sensitive areas. To ensure we maintain this balance, we collaborate with local communities and environmental groups to enhance conservation efforts. These partnerships enable us to conduct habitat restoration, raise awareness, and encourage environmentally responsible behaviour.

Conservation and mitigation steps

We minimise the impact of our waste management operations on surrounding ecosystems through rigorous planning and continuous monitoring. By integrating biodiversity protection into our strategy, we contribute to resilient ecosystems through the following actions:



Habitat restoration

Tree-planting activities are undertaken to support green cover and local ecological balance. In addition, landfill remediation efforts have enabled the reclamation of approximately 298.53 acres across 35 sites, contributing to reduced pollution and supporting the restoration of natural habitats.



Operational planning

Implementing strict measures to prevent any waste-related leakage or pollution from entering nearby natural habitats.



Stakeholder engagement

Partnering with local environmental groups to conduct habitat restoration projects and support regional biodiversity goals.



Continuous monitoring

Tracking our operational footprint to ensure long-term ecosystem stability and prevent any adverse impacts on local flora and fauna.



Water Stewardship

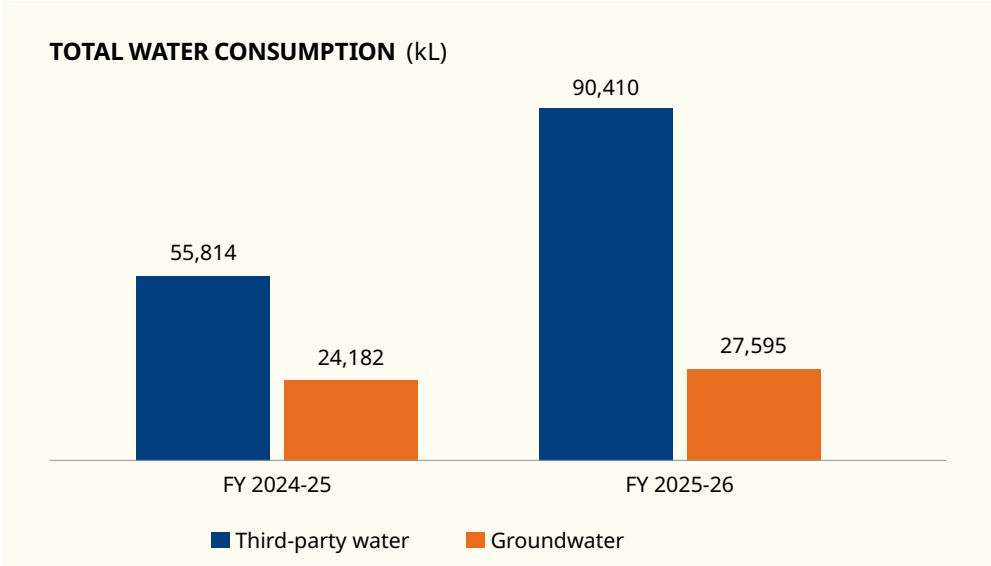
Water management is addressed as part of operational practices, particularly within waste processing and biomining activities. Efforts are made to use water efficiently and incorporate reuse where feasible. Given the nature of operations, water use is not considered a material topic for the Company, and related disclosures are limited in scope.

Water Use and Wastewater Management GRI 303-3

Our integrated facilities utilise treatment systems that capture and recycle process water from biomining, e-waste recycling, and cleaning activities. These closed-loop systems significantly reduce dependency on groundwater and municipal supplies, directly protecting local resources.

Water management practices include the operation of ETPs and STPs, along with leachate management in coordination with urban local bodies. 99.42 kL of leachate generated at landfill sites is transferred to authorised treatment facilities to ensure appropriate handling and disposal.

At our facilities, water treatment systems are used to manage process water from biogas plants, e-waste recycling, and cleaning activities. Based on operational data, 10,870 kL of wastewater was generated, of which 5,411 kL was treated and 4,161 kL was recycled. These measures support efficient water use and reduce reliance on external water sources where feasible.



198,001 kL
Total Water Consumed

ENVIRONMENTAL IMPACT

Total Water Consumption (by sources)	FY 2024-25*	FY 2025-26*
Wastewater Generated	2,261	8,609
Wastewater Treated	1,372	4,039
Wastewater Recycled	1,397	2,764

*kL (kilolitres)

This approach, which includes water use management, wastewater treatment, and responsible sourcing practices, is aligned with applicable regulatory requirements and supports efficient resource use within operations. While water is not identified as a material topic, these measures contribute to maintaining compliance and operational continuity.

Key practices include:

- Wastewater treatment and partial reuse within facilities.
- Implementation of water-efficient infrastructure where feasible.
- Compliance with applicable water-related regulatory requirements.
- Coordination with relevant authorities for water and leachate management.
- Monitoring and internal reporting of water consumption.
- Routine inspection and maintenance of water supply, storage, and distribution systems to minimize leaks and operational losses.
- Implementation of operational controls to optimize water use in process activities, where technically and economically feasible.
- Periodic monitoring of wastewater quality to verify compliance with applicable discharge or reuse requirements.
- Awareness and training programmes for employees on responsible water use and good water management practices.
- Review of water consumption trends to identify opportunities for improving water-use efficiency and supporting continuous improvement initiatives.





SOCIAL IMPACT

Where People Thrive, Communities Prosper

Our people and communities are central to our success in driving sustainable waste management and circularity. We focus on attracting top talent while advancing the economic, social, and environmental well-being of the regions where we operate.

Occupational health and safety, together with Diversity, Equity and Inclusion (DEI), remains integral to our operations. We are committed to maintaining a safe and inclusive workplace while creating meaningful community impact through initiatives that strengthen livelihoods, protect the environment, and support long-term sustainability for all stakeholders Employee Well-being and Development.



"When people thrive in an inclusive and safe environment, communities prosper and sustainable growth naturally follows."



Employee Well-being and Development GRI 401-1

Our employees are central to our long-term growth and success. A workplace shaped by equality, respect, and collaboration supports gender balance, employee well-being, and continuous learning, enabling people across the organisation to grow and realise their potential.

As of the end of FY26, we employed 4,485 professionals across India, the UK, New Zealand, and Singapore. We focus on facilitating professional development and maximising the potential of our diverse talent pool. By cultivating varied skill sets and perspectives, we drive innovation and maintain a customer-focused approach, ensuring we retain the talent necessary to achieve our strategic goals.

Employee Category	Total Employees		Total
	Total Male	Total Female	
Top Management	53	5	58
Senior Management	68	11	79
Middle Management	359	151	510
Junior Management	2,038	282	2,320
Support Staff	5,147	111	5,258
Total	7,665	560	8,225

New Hires	Male	Female
Employees	7,545	163
Workers	745	102
Total	8,290	265

Turnover	Male	Female
Employees	6,621	138
Workers	1,093	145
Total	7,714	283

A significant portion of the workforce comprises project-based employees deployed across landfill remediation sites. These employees, including unskilled, semi-skilled, and skilled workers, are mobilised based on project requirements and are employed on the Company's payroll. Workforce movements within this category are primarily driven by project cycles, including redeployment across sites and seasonal migration, and therefore do not represent typical employee attrition.

Of the total male workforce movements recorded (6,621), approximately 91.6% (6,064) relate to the Biodiversity and Reclamation business. Within this segment, around 95.9% (5,817) comprises project-based employees, reflecting the cyclical nature of landfill remediation operations. In addition, third-party vendor-associated male workers total 1,093, of which approximately 80.5% (880) are linked to E-waste Solutions. These figures represent workforce deployment and mobility patterns aligned to operational requirements rather than conventional turnover trends.



Diversity and Inclusion GRI 405-1

An inclusive workplace built on fairness, dignity, and mutual respect ensures equal opportunities for employment and career progression across the organisation, irrespective of race, caste, creed, gender, age, religion, or disability. Respect for every stakeholder, regardless of role or position, remains central to workplace culture and day-to-day operations. A strong sense of belonging strengthens organisational resilience while supporting socially responsible growth. A detailed employee breakdown by gender, age group, and category is presented in the performance tables below.

Diversity of Governance Bodies

Governance Body	Total Members	Women %	Men %
Board of Directors	12	25%	75%
ESG Steering Committee	59	36%	64%

Diversity of Employees by Category (in %)

Employee Category	FY 2024-25		FY 2025-26	
	Women %	Men %	Women %	Men %
Senior Management	15.0%	85.0%	12.8%	87.2%
Middle Management	16.4%	83.6%	14.3%	85.7%
Staff (off-roll/on-roll)	16.2%	83.8%	14.2%	85.8%
Workers/Operators	2.2%	97.8%	2.0%	98.0%

Diversity of Employees by Category GRI 405-1

Gender diversity across the workforce continues to evolve, with representation varying across employee categories. In FY 2025–26, women constituted 12.8% of senior management, 14.3% of middle management, and 14.2% of staff roles, while participation in workers/operators roles remained at 2.0%. This distribution reflects structural challenges in the sector, including historically low visibility of women in operational roles, role segmentation influenced by traditional norms, and limited representation in technical and leadership positions.

Recognising these challenges, a structured approach aligned with the IFU Gender Strategy has been initiated to strengthen gender inclusion across operations and the value chain. Key focus areas include promoting equitable hiring practices, improving representation through targeted recruitment and leadership development, enhancing retention through workforce monitoring, and creating enabling workplace conditions supported by inclusive infrastructure and policies. Efforts are also directed towards expanding opportunities in non-traditional roles and strengthening governance mechanisms, including periodic gender audits and oversight at the organisational level.

Over the medium term, these initiatives aim to progressively improve gender representation across workforce categories, enhance participation in leadership roles, and support broader inclusion across contractor and supplier ecosystems.

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Employee Benefits GRI 401-2

Employee well-being is supported through statutory and operational measures aligned with applicable laws and business requirements. Benefits provided to eligible employees include provident fund contributions and gratuity for post-retirement security, along with group medical insurance, disability coverage, and maternity benefits in accordance with regulatory provisions.

Additional measures such as learning and development opportunities and, where feasible, flexible work arrangements are implemented to support workforce engagement. These provisions are complemented by workplace practices focused on maintaining appropriate working conditions, supporting employees in managing work responsibilities, and enabling consistent performance across operations.

Benefit Category	Employees	Workers
Life Insurance	Yes	No
Health care	Yes	Yes
Parental Leave	Yes	No
Disability & Invalidity Coverage	Yes	Yes
Retirement Provision	Yes	Yes
Stock Ownership	Yes	No
Others (e.g. meals during work)	Yes	Yes

Parental Leave GRI 401-3

We comply with parental leave regulations across our key geographies, including India, Singapore, New Zealand, Malaysia, and the United Kingdom. This includes 26 weeks of paid maternity leave in India, 16 weeks in Singapore, up to 26 weeks in New Zealand, 98 days (~14 weeks) in Malaysia, and up to 52 weeks (39 weeks paid) in the UK. Paternity and partner leave provisions are also provided in line with local regulations and supported through internal policies. Across all regions, we meet statutory requirements while fostering an inclusive, family friendly workplace that supports working parents. These benefits are accessible to all eligible full-time employees and contract employees on company rolls or third parties in accordance with the government scheme of that respective country.



Metric	Total	
	Male	Female
Employees entitled to parental leave	1,139	177
Employees who took parental leave	14	9
Returned to work after leave	11	5
Still employed 12 months after return	11	4
Return to work rate	79%	56%
Retention rate (12 months)	79%	44%

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Minimum Notice Periods GRI 402-1

We provide a minimum of four weeks' notice to employees, workers, and safety committees before any significant operational changes. This includes site expansions, closures, or shift restructures that could affect employment.

This approach strictly aligns with our internal HR policies and local labour laws, including the Factories Act and the Industrial Disputes Act. To ensure local transparency, these changes are supported by active consultation during our monthly safety meetings, allowing for open dialogue and adequate preparation for all affected team members.

Training and Development

We conducted comprehensive training across a range of critical compliance, safety, and operational topics, including:

- Environmental and Social Management System (ESMS)
- Supply Chain Management Policy and Supplier Code of Conduct
- IFC Performance Standard 2 (Labour and Working Conditions) in the Supply Chain
- Gender Equality
- Whistleblower, Anti-Bribery, and Anti-Corruption Policies
- Grievance Redressal Mechanisms
- Environment, Health, and Safety (EHS) Inductions and PPE Awareness
- Road Safety and Defensive Driving
- First Aid and Electrical Safety
- ESG Data Reporting

Training & Education GRI 404-1 & 404-2

Continuous learning and skill development remain essential to employee capabilities and supporting long-term career growth. Targeted training programmes enhance expertise across sustainable technologies, waste management, and circularity practices. Professional development initiatives help maintain an agile workforce equipped to respond to evolving environmental and operational challenges. Technical capability-building is supported through various topical training programmes in ESG, HR and Legal. During FY25-FY26, training efforts focused on strengthening safety awareness and technical compliance standards across operational sites.

Skill Upgradation Programmes

Training Type	Male	Female	Trainings
Category	Male	Female	Total
Employees Trained	1,762	485	2,247
Workers Trained	878	285	1,163

Category	Avg Training Hours - Male	Avg Training Hours - Female	Total Avg Hours
Employees	792	433	1,225
Workers	392	220	612



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Human Rights GRI 412-1

We conduct human rights impact assessments across our high-risk operations through annual third-party audits and the Environmental and Social Action Plan (ESAP). These assessments are governed by our Code of Conduct and Environmental and Social Management System (ESMS), ensuring strict compliance with our ethical standards.

Our primary focus areas included:

Labour conditions: Monitoring site-level environments to ensure decent working conditions.

Child and forced labour: Maintaining zero tolerance through rigorous supplier screenings and onboarding protocols.

Grievance redressal: Structured and confidential channels are in place for workers and contractors to report concerns. There were zero reported or verified incidents of significant violations, forced labour, or discrimination. We continue to strengthen our Human rights protocols through compliance training and internal ESG reviews to ensure operations maintain ethical and transparent practices.

Free of Discrimination and Harassment GRI 406-1

We are committed to maintaining a workplace free from harassment, discrimination, and bias. A Prevention of Sexual Harassment (PoSH) policy is implemented across all locations and overseen by the Internal Complaints Committee to support a safe and inclusive work environment. Sensitisation sessions are conducted for employees, including third-party staff, to encourage awareness and enable individuals to raise concerns without fear of retaliation. No cases of discrimination were reported. The Company continues to strengthen these practices as operations expand.

Child Labour GRI 408-1

A zero-tolerance approach towards child labour is maintained across operations and supply chains. Age and eligibility verification procedures during recruitment support compliance with national and international labour standards. Regular audits and labour training programmes conducted with vendors and recycling partners, particularly in manual waste sorting activities, help manage associated risks across operations. No operations or suppliers were identified as having significant child labour risk, and no incidents were reported.

Forced Labour GRI 409-1

We strictly denounce any form of forced or bonded labour within our operations and supply chain. All employment relationships are voluntary, transparent, and governed by lawful employment terms. We engage our suppliers to ensure they uphold these standards under our code of business practice. No cases of forced or compulsory labour

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were identified. We continue to monitor our value chain through audits and direct engagement to prevent any risk of exploitation.

Freedom of Association and Collective Bargaining GRI 407-1

We respect our employees' rights to freedom of association, expression, and collective bargaining in accordance with local labour laws. While we do not operate formal unions, we actively promote open communication and regular feedback sessions. Through these participatory mechanisms, we ensure that employee voices are heard and considered in our decision-making processes. This culture of transparency helps maintain a collaborative work environment and ensures that our growth remains aligned with the interests of our workforce.

Security Practices GRI 410-1

Our security personnel, including third-party contractors, receive regular training on human rights awareness, emergency response, and respectful conduct. This approach aligns with our ESG and Health, Safety, and Environment (HSE) standards. The security awareness programmes include modules on:

- **Respectful engagement:** Ensuring all interactions with staff and the public are handled professionally.
- **Basic first aid:** Providing immediate assistance during site emergencies.
- **Ethical oversight:** Maintaining high standards of integrity and conduct across all operational sites.

Community Engagement GRI 413-1

Community considerations are integrated into landfill site operations through a Livelihood Management Policy implemented in coordination with clients. As part of the livelihood restoration framework, livelihood risk screening has been conducted with support from an external consultant to identify and assess potential impacts on affected groups. The outcomes of these assessments inform stakeholder engagement and mitigation planning, supported by ongoing feedback mechanisms and local hiring, where feasible. Based on available site-specific assessments, no impacts on indigenous communities have been identified in relation to landfill biomining operations, with evaluations undertaken considering the local context of each project location.

Human Rights GRI 412-1

Our Environmental and Social Management System (ESMS) integrates human rights risks into our broader due diligence processes. We conduct periodic internal assessments across all facilities to identify potential risks related to labour, health, safety, and community relations. The assessment found no material human rights-related risks or violations across our operating sites in India, Singapore, and the UK. We continue to monitor our global footprint to ensure our expansion remains aligned with international human rights benchmarks and local legal requirements.

Community Education and Awareness GRI 413-1

Our Information, Education, and Communication (IEC) programme for students in Grades VI–VIII promotes awareness of environmental sustainability through classroom learning and practical activities under our initiative Blue Nudge. The programme Eco Club XR covers topics including climate change, biodiversity, waste management, energy conservation, water stewardship, and responsible consumption, using a combination of community-based projects and augmented reality (AR)-enabled learning modules. Eco Labs, equipped with educational models and sustainability resource materials, have been established to support environmental education within participating schools.

The programme is supported by the EcoLab Learning Management System (LMS), which provides teachers with digital learning resources and enables the delivery of structured sustainability education. Students participate in activities such as clean-up drives and waste segregation campaigns that encourage practical understanding of environmental issues. These initiatives are designed to support awareness of the United Nations Sustainable Development Goals (SDGs), particularly SDGs 13 (Climate Action), 14 (Life Below Water), and 15 (Life on Land).

The programme also incorporates Extended Reality (XR) technologies, including augmented reality (AR), virtual reality (VR), interactive simulations, virtual industrial tours, 3D learning content, and hands-on DIY kits. These tools are used to enhance classroom learning by providing interactive experiences related to ecosystems, renewable energy, waste management, and other environmental topics. The LMS also provides teachers with access to learner progress information to support classroom instruction and student engagement.

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Blue Nudge and Eco Club XR

Our year-long Information, Education, and Communication (IEC) programme for grades VI-VIII engages students through hands-on community projects and AR-enabled modules. These cover climate change, biodiversity, waste management, energy conservation, water stewardship, and conscious consumption. We have established Eco Labs, equipped with conceptual models and SDG libraries, to help schools embed sustainability into their daily culture.

The EcoLab LMS empowers teachers with digital resources, significantly strengthening environmental literacy across campuses. Students participate in clean-up drives, segregation campaigns, contributing directly to SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life on Land).

The Blue Nudge platform achieved national recognition when its Collective Responsibility Drive was selected under Mission LiFE. It also drove a GUINNESS WORLD RECORD™ for the "Most Paper Collected in 24 Hours," supported by the Ministry of Education and over 50 DRIIV institutes.



Teacher Training on Technology-Enabled

Environmental Education As part of our capacity-building initiative, teachers participated in an interactive training session to explore how technology can make environmental education more engaging and impactful. Through immersive activities and digital learning tools, educators gained practical approaches to inspire students to understand sustainability and adopt environmentally responsible behaviours from an early age.



Students showcased their creativity and commitment to sustainability through a Nukkad Natak (street play), raising awareness about environmental conservation, waste management, climate action, and responsible consumption. The performance encouraged audiences to reflect on everyday actions and demonstrated how collective efforts can contribute to building a more sustainable future.



Students created models of the Earth's atmosphere using waste materials to demonstrate the vital role the atmosphere plays in sustaining life on our planet. The activity encouraged creativity, promoted waste reuse, and helped students understand the importance of protecting the atmosphere from pollution and climate change.



The EcoXR Club was officially inaugurated in the presence of Blue Planet's CEO, senior leadership, and the school Principal. The launch marked the beginning of an immersive environmental learning journey, where students will use innovative XR (Extended Reality) technology to explore sustainability concepts and develop environmental awareness through interactive experiences.





Occupational Health & Safety GRI 403

We recognise our workforce as the primary driver of our performance and accord the highest priority to health and safety. Our framework is guided by a clear policy and implemented through management systems aligned with international best practices. We deploy qualified Health, Safety, and Environment (HSE) teams across all sites to proactively identify risks and ensure effective emergency response. By integrating safety into every operational layer, we protect our people while maintaining the service levels required for sustainable waste management.

Management System and Compliance GRI 403-1

Blue Planet manages occupational health and safety through a structured framework designed to identify, assess, and control workplace risks across its operations. Guided by applicable legal and regulatory requirements, the framework applies to employees, workers (including contractor workers), contractors, suppliers performing work under the Group's operational control, and visitors. Dedicated HSE teams implement site-specific safety programmes, conduct inspections, monitor compliance, investigate incidents, and support continual improvement in occupational health and safety performance.

ISO 45001:2018 certified Occupational Health and Safety Management Systems have been implemented across selected operations in Singapore, Malaysia, and New Zealand. Across other business units, occupational health and safety is managed through Group-level HSE procedures and site-specific risk management processes. Safety performance is monitored through inspections, audits, legal compliance reviews, defined performance indicators, and management oversight, with findings from incident investigations and risk assessments used to strengthen preventive controls and improve workplace safety.

1,83,18,776

Total Working Hours

1,74,17,348 (95%)

Accident Free Working Hours

40

Lost Time Injury (LTI) Non-disabling Cases

2.18

LTI Frequency Rate (LTIFR)

40.61

LTI Severity Rate (LTISR)



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Employee Welfare and Shift Management GRI 403-1

A structured three-shift system is implemented across landfill operations for the unskilled workforce to support continuous operations and manage workload distribution. Expansion of this system to semi-skilled and skilled workforce categories will be implemented in FY27.

Accommodation facilities are provided near certain operational sites to support workforce requirements, including migrant labour. These measures are intended to support operational continuity and workforce management, while efforts to further strengthen labour welfare and working conditions remain ongoing.

Occupational Health and Safety Performance GRI 403-9

During the reporting period, a total of 8,973,254 working hours were recorded, reflecting the scale of operations. Of these, 94.97% were completed without lost time injuries. A total of 40 non-disabling lost time injuries were reported, resulting in a Lost Time Injury Frequency Rate (LTIFR) of 4.46 and Lost Time Injury Severity Rate of 80.86.

Safety performance is monitored through defined indicators, which are reviewed periodically to identify trends and inform targeted risk mitigation measures. These insights support improvements in preventive controls, training programmes, and site-level safety practices across operations.

Given the operational context of the waste management sector, which involves manual handling, interaction with informal workforce, and variable site conditions, safety performance indicators may differ from those observed in more controlled industrial environments. Ongoing analysis of incident data is used to prioritise interventions and strengthen operational controls.

While occupational health and safety management systems are in place, efforts continue to enhance training, supervision, and process standardisation, particularly in transitioning towards more structured and formalised operational practices across sites.

Hazard Identification & Risk Assessment GRI 403-2

Processes are in place to identify hazards, assess risks, and investigate incidents across operations, covering both employees and contractors. At selected business units, the occupational health and safety management system is aligned with ISO 45001 standards, without exclusions.



Hazard identification and risk assessment activities are supported through routine practices such as toolbox talks, periodic safety meetings, and internal and external audits. HIRA (Hazard Identification and Risk Assessment) tools are reviewed periodically, and site inspections are conducted for new projects and operational changes. Safety observations are recorded through a digital incident management module, which includes mobile app based QR code-enabled reporting to facilitate timely escalation during safety walkthroughs.

Risk mitigation measures are followed and PPEs are provided. Adequate inspections are also considered and safety training is provided. Workers across operations are encouraged to report unsafe conditions and stop work where necessary. Safety protocols and training programmes are delivered in English and local languages to support effective communication across the workforce.

Incident Investigation and Corrective Action Management GRI 403-2

Incident investigation processes are implemented to review injuries and near-miss events, with a focus on identifying underlying causes and strengthening preventive measures.

Following an incident, initial actions focus on securing the area and documenting the event within defined timelines. Investigations are conducted over subsequent days to

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identify root causes and develop corrective and preventive actions (CAPAs), which are reviewed and uploaded into the incident management system. Learnings from incidents are documented and shared across sites and contractors to support awareness and consistency in response.

Corrective actions are tracked on an ongoing basis, with periodic verification of their implementation and effectiveness prior to closure of the incident. This structured approach supports continuous monitoring and improvement of safety practices across operations.

Workplace Monitoring GRI 403-3

We provide occupational health services focused on systematic identification, monthly monitoring, and control of workplace exposures, including dust, heavy metals and noise in waste operations. Exposure assessments are conducted through periodic industrial workplace monitoring with results benchmarked against regulatory limits. Employees undergo role-based medical surveillance (pre-employment and periodic health checks) to detect early signs of occupational illness if any. Identified risks are mitigated using the hierarchy of controls as applied based on job tasks. Performance is tracked through documented records, corrective actions ensuring compliance and continuous improvement.

Occupational Health Services GRI 403-3

The health check-up and immunisation programme was implemented across different operations to promote worker wellbeing through preventive health surveillance, vaccination coverage and awareness initiatives, thereby supporting fitness for work and strengthening occupational health management. During the year, 2,973 persons attended the health check-ups and 2,630 persons were vaccinated, reflecting a health check-up completion rate of 91% and a vaccination completion rate of 83%. The programme was supported by qualified medical professionals, standardised equipment and pre-camp sensitisation, and also reinforced safe work practices, PPE use and hygiene measures to strengthen occupational health protection across landfill operations.

Worker Participation in OHS GRI 403-4

We actively involve workers in safety decisions through regular consultations and formal committees covering all employees and contractors. This collaborative approach ensures that frontline experience informs our risk management and operational protocols.



Consultation and Communication GRI 403-4

Workers help develop and review the Occupational Health and Safety Management System (OHSMS) through monthly site safety committees consisting of both management and worker representatives. These teams review risks and incidents to decide on Corrective and Preventive Actions (CAPA) and standardise safe operating procedures. Information is shared through inductions, and posters in English and local languages to ensure universal understanding.

Committees and Oversight GRI 403-4

Formal joint health and safety committees meet monthly at all operational sites, with representation from management and workers, including contractor workers where applicable. The committees review workplace hazards, incident trends, risk assessments, corrective actions, and health and safety initiatives, with agreed actions tracked through to completion.

At the Group level, the ESG Steering Committee reviews occupational health and safety performance on a quarterly basis. The Committee considers key safety indicators, significant incidents, audit findings, and the status of corrective actions to support oversight of health and safety performance across business units. This governance structure facilitates the sharing of lessons learned, promotes consistent implementation of safety requirements, and supports continual improvement across the Group.

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Training Type	Male	Female	Trainings
Employee Workplace Safety Training	2,129	31	131
Worker Workplace Safety Training	4,386	467	132
Training Hours	-	-	-

Design, Delivery, Topics 403-5

Our Health, Safety, and Environment (HSE) team designs training programmes based on site-specific risks and our Environmental and Social Action Plan (ESAP). We deliver these modules through daily Toolbox Talks (TBTs), inductions, and workshops led by certified trainers. To ensure total comprehension, all content is provided in both English and Hindi. Training effectiveness is evaluated through feedback forms, quizzes, field observations, and monitoring of recordable injuries trends.

OHS Governance and Accountability GRI 2-12

OHS governance is embedded at the highest levels of the organisation. Our Board of Directors is regularly updated on safety matters, while the ESG Committee reviews performance on a quarterly basis. To reinforce leadership ownership, we integrate safety metrics directly into management Key Performance Indicators (KPIs). We maintain a zero-tolerance approach to unsafe practices, fostering a culture where safety is a shared, fundamental responsibility. This top-down accountability ensures that our safety protocols evolve alongside our operational scale.

Workers & Employees Training GRI 403-5

We provide training on OHS and specific hazards for all employees and contractors. This ensures that every individual is equipped to recognise risks and workers respond effectively to emergencies within our waste processing facilities.

Safety Induction

Covers foundational OHS policy awareness, incident reporting procedures, and emergency response protocols to establish a baseline safety culture across all employees.

Hazard-Specific

Targeted modules addressing fire safety, hand tool operation, working at height, and electrical safety to mitigate task-specific risks.

Risk Management

Builds competency in Hazard Identification and Risk Assessment (HIRA) methodologies and safe manual handling techniques to proactively prevent workplace injuries.

First Aid

Equips personnel with essential life-saving skills including CPR, wound management, and emergency casualty response to minimize harm before medical assistance arrives.

Behaviour-Based Safety (BBS)

Focuses on identifying, observing, and reinforcing safe workplace behaviours to shift organizational culture from reactive to proactive safety management.

Defensive Driving

Trains drivers and operators in anticipatory road hazard recognition, vehicle control, and fatigue/distraction management to reduce road traffic incidents and fleet risk.

Work at Height & PPE

Instructs workers on fall prevention systems, correct selection, inspection, and use of Personal Protective Equipment (PPE) for elevated work environments.

Emergency Response

Prepares employees for structured, coordinated responses to site emergencies including fire, chemical spill, medical events, and evacuation procedures.

Lifting Operations

Covers safe rigging, load assessment, crane/hoist operation, and banksman communication protocols to prevent dropped loads and lifting-related injuries.

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Electrical Safety & Lockout/Tagout (LOTO)

Trains personnel on electrical hazard awareness, safe isolation, arc flash risks, and energy control procedures including lockout, tagout, and verification steps to safeguard workers during maintenance of hazardous energy sources.

Safety Culture and System Initiatives

We have adopted several initiatives to strengthen our safety systems and foster a culture of accountability. These measures ensure that safety remains a shared responsibility across all levels of the organisation. Key safety initiatives include:

Safety Alerts: Regular sharing of safety alerts, near-miss learnings, incident case studies, and best practices across all sites to strengthen organizational learning and prevent recurrence of similar incidents.

Active engagement: Monthly safety committee meetings at every site, complemented by daily Toolbox Talks (TBT).

Health and wellness: Annual medical check-ups, ergonomic assessments, and wellness programmes to support mental and physical health.

Recognition: Structured reward programmes to promote proactive safety behaviours and innovative risk reduction solutions.

Digitalisation: A centralised Safety Management Portal for incident reporting, hazard tracking, and CAPA management.

Verification: Periodic internal audits, independent external audits, workplace inspections, and management reviews to evaluate the effectiveness of health and safety management systems.

Empowerment: All employees hold the authority to cease work immediately if they identify unsafe conditions.

Contractor management: Rigorous supervision and targeted training to maintain consistent standards across our value chain.

Technical assessments: Routine use of safety inspections and risk assessments to identify and mitigate operational hazards.

Fleet Safety: Driver training, vehicle inspections, and journey planning to manage risks associated with waste collection and transportation.



Data Point		FY 2024-25	FY 2025-26
1	TBT Conducted	8,925	11,910
2	Mock Drills Conducted	55	99
3	Work Permits Issued	486	1,246
4	Health Checkups	2,394	579
5	EHS Inspections*	1,246	4,208
6	EHS Audits (Internal & External Audits)	18	18
7	OHS Rewards & Recognitions	106	117

Note:

*General EHS Inspections and Specific Machines & Equipment inspection



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Leading with Integrity

Corporate governance is the foundation of our commitment to transparency, accountability, and integrity across all operations. It provides the framework for responsible decision-making, effective risk management, and oversight of environmental, social, and governance (ESG) matters across the Group. Our governance approach is supported by defined policies, internal controls, delegated responsibilities, and regular management oversight to promote ethical business conduct and compliance with applicable legal and regulatory requirements. We continue to strengthen governance practices through periodic policy reviews, stakeholder engagement, and performance monitoring, supporting consistent implementation across our business units. By embedding governance into our management systems, we aim to enhance organisational resilience, support informed decision-making, and create long-term value for our stakeholders.

Corporate Governance and Business Ethics

Our governance framework fosters a culture of good corporate citizenship, operational excellence, and sustainable growth. We adhere to the corporate governance standards and regulations applicable across our operating regions, consistently striving to exceed these baselines by embracing best practices for ethical management.

By integrating these principles into our strategic decision-making, we ensure that our growth remains responsible and aligned with the long-term interests of our stakeholders. This commitment to integrity forms the basis of our reputation and our ability to drive a circular economy.

Governance Leading with Integrity

Corporate governance is the foundation of our commitment to transparency, accountability, and integrity across all operations. It provides the framework for responsible decision-making, effective risk management, and oversight of environmental, social, and governance (ESG) matters across the Group. Our governance approach is supported by defined policies, internal controls,

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delegated responsibilities, and regular management oversight to promote ethical business conduct and compliance with applicable legal and regulatory requirements. We continue to strengthen governance practices through periodic policy reviews, stakeholder engagement, and performance monitoring, supporting consistent implementation across our business units. By embedding governance into our management systems, we aim to enhance organisational resilience, support informed decision-making, and create long-term value for our stakeholders.

Governance Structure

Our governance structure provides oversight and strategic direction across the organisation. Designed to support our long-term goals, it maintains stakeholder trust through the Board of Directors and its specialised committees.

Strategic Leadership

The Board of Directors is composed of experienced leaders committed to advancing our mission of pioneering sustainable waste management. The Board provides the leadership and governance necessary to ensure ethical conduct, transparency, and alignment with Environmental, Social, and Governance (ESG) principles. Each committee plays a specific role in overseeing our operations, ensuring we adhere to high standards of accountability. This approach allows us to address diverse aspects of our business while fostering a culture of sustainable growth and integrity.

Board Composition

Our Board comprises a blend of Founder Directors, an Investor Director, an Independent Director, and Board Observers. This structure reflects a diversity of perspectives and ensures objective oversight of our strategic goals.

The Board is led by Founder Directors Madhujeet Chimni (Founder & Chairman) and Bharadwaj Chivukula (Founder), supported by Prashant Singh (Co-Founder & CEO), who leads the organisation's strategic direction. The inclusion of an independent director enhances objectivity, while investor and observer representation ensures that stakeholder interests are integrated into every high-level decision.

Leadership and Oversight

Our senior leadership team features experienced professionals overseeing business verticals such as Resource Maximisation, Biodiversity & Reclamation, and Clean Energy & Biofuel. Operational leadership is provided by the CEO, supported by the President, CFO, and functional heads across our marketing and corporate departments.

Specialised leaders across our non-hazardous waste, e-waste, and environmental services sectors drive the execution of our decarbonisation and circularity strategies. Regular engagement between the Board and senior management ensures alignment on risk, compliance, and ethical conduct.

Governance Practices and Mechanisms

We have established a governance framework to promote transparency and effective decision-making. To manage complex matters, the Board has constituted specialised Committees with well-defined responsibilities.

Committee Structure: Members are appointed by the Board and meet regularly in accordance with statutory requirements.

Oversight: Minutes of these meetings are reviewed at subsequent Board meetings to maintain accountability.

Ethics: Training programmes on anti-corruption and ethical conduct are provided to all employees to foster a culture of integrity.

Global Alignment: Our governance structures ensure transparent communication and adherence to global sustainability standards, including the United Nations Sustainable Development Goals (SDGs).

Board Committees for Effective Governance

The Board has established dedicated committees to provide focused oversight of our environmental, social, and ethical responsibilities. These bodies ensure that our strategic objectives are met with high standards of compliance and accountability.

ESG Charter Committee: Responsible for monitoring of ESAP progress for further improvements in ESMS implementation aligned with global benchmarks.

ESG Steering Committee: Focuses on the execution of ESMS aligning with operations requirements and monitoring progress across business verticals for safety incidents, regulatory non compliances and ESG data analysis.

Internal Committee: Manages the Prevention of Sexual Harassment framework, ensuring a safe, inclusive, and respectful workplace for all.

GRM Committee: Oversees the Grievance Redressal Mechanism at the Group level, providing a transparent and independent channel for resolving internal and external concerns raised by employees, workers, community members, and other stakeholders. During the reporting period, the Committee monitored 66 grievances reported through the mechanism, all of which were resolved, demonstrating strong oversight and timely closure of complaint.

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Detailed roles, compositions, and activities of these committees are documented in our Corporate Governance Report, which forms an integral part of our Annual Report. By distributing oversight across these specialised groups, we maintain a balanced and transparent management structure.

Code of Conduct (CoC) and Policies GRI 2-23, 2-24, 2-26

We are governed by a set of codes and policies designed to promote ethical and transparent business practices. These frameworks align our operations with international standards and ensure that integrity remains the core of our leadership. The following codes and policies guide the functioning of our Board and all levels of leadership, providing a structured approach to ethical decision-making and compliance:

- Anti Bribery & Anti-Corruption Policy
- Code of Business Practices
- Contractor's Environmental & Social Performance Management Policy
- Environment Health Safety Social Governance Policy
- Freedom of Association Policy
- Gender-Based Violence & Harassment (GBVH) Policy
- Gender Strategy
- Human Resources Policy
- Livelihood Management Policy
- Procedure No Child Labour and Modern Slavery
- Prevention of Sexual Harassment Policy
- Stakeholder Engagement & Grievance Redressal Mechanism Policy
- Supply Chain Management Policy
- Security Management Policy
- Supplier Code of Conduct
- Social Inclusion Policy
- Vendor Engagement Policy
- Whistleblowing Policy

Our Code of Conduct Principles:

- Prohibition of child labour and forced labour
- Anti-bribery and anti-corruption commitments
- Non-discrimination and equal opportunity
- Prohibition on unethical business practices

Insider Trading, Conflict of Interest, and Fair Disclosure GRI 2-15, GRI 2-23

We enforce internal controls to ensure compliance with our policies, including the prevention of insider trading and the management of conflicts of interest. These measures ensure the fair disclosure of material information to all stakeholders. Regular monitoring and periodic reviews by our governance committees maintain the effectiveness of these controls. By prioritising transparency and market integrity, we protect our corporate reputation and ensure that all investors and partners have equal access to significant organisational updates.

Public Policy GRI 415

Engagement with regulatory agencies, local governments, and industry bodies is undertaken in accordance with applicable laws and governance protocols. Such interactions are focused on operational compliance and alignment with sectoral requirements. The organisation does not provide political contributions or support to any political entities and conducts its activities in a manner that avoids anti-competitive practices.

Whistleblower Mechanism GRI 2-25

We operate a Whistleblower Policy and Grievance Redressal Mechanism (GRM) to ensure all employees have secure, confidential channels to report unethical conduct or human rights concerns. A dedicated committee guarantees the independent review and resolution of all submissions. During the reporting period, no human rights-related complaints were recorded through our formal grievance systems. By providing these protected channels, we foster a culture of transparency and accountability, ensuring that any concerns are addressed promptly and fairly without fear of retaliation.

A Whistleblower Policy is in place to provide employees with secure and confidential channels to report unethical conduct. A dedicated committee oversees the independent review and resolution of all submissions. These mechanisms support transparency and accountability by ensuring concerns are addressed in a structured and fair manner, without fear of retaliation.

A Whistleblower Mechanism has been instituted to provide safe, confidential, and accessible channels for reporting unethical behaviour, suspected fraud, workplace violations, human rights concerns, or any form of misconduct by employees or external stakeholders. The mechanism is designed to enable concerns to be raised without fear of retaliation, with safeguards in place to protect the identity and confidentiality of whistleblowers.

GOVERNANCE

Concerns can be reported through secure, designated channels, including access to independent members of the governance structure, enabling impartial review and resolution by a dedicated committee. The mechanism supports ethical conduct, human rights, transparency, and accountability, with processes in place to review and address reported concerns in a structured manner.

Grievance Redressal Mechanism (GRM) GRI 2-16, 2-26

A formal Grievance Redressal Mechanism at the Group level provides a transparent and independent channel for raising and addressing concerns from employees, workers, community members, and other stakeholders. The mechanism covers a wide range of issues, including workplace conditions, health and safety, human resources and employment related matters, ethical conduct, and community-related grievances, and is accessible through clearly defined channels.

GRM inductions were conducted to build awareness of the process, scope, and eligibility, ensuring that all stakeholder groups understand how to use the mechanism without fear of retaliation. The GRM is designed to ensure confidentiality, fair handling of complaints, and timely resolution, thereby supporting a culture of trust, accountability, and open communication.

Supply Chain GRI 2-16, 2-26

A sustainable supply chain is fundamental to ensuring our procurement practices are environmentally responsible and socially equitable. We recognise the impact our supply chain has on our broader sustainability goals and maintain a global procurement policy to integrate ESG considerations across our business.

Supplier Selection and Assessment GRI 308-1, 414-1

Selecting the right partners is the first step in building a sustainable value chain. Our selection process prioritises ethical practices and environmental performance, ensuring that our suppliers align with our mission to drive circularity while upholding operational integrity.

- Ethical alignment: Preference is given to suppliers whose practices and operating values are aligned with sustainability priorities.
- Performance evaluation: Supplier evaluations include environmental performance, labour practices, and ethical compliance standards.

- Mandatory compliance: Adherence to fair labour practices, environmental laws, and anti-corruption policies are a non-negotiable requirement.
- Rigorous assessment: Periodic evaluations are conducted to ensure partners meet sustainability expectations and regulatory obligations.
- Continuous improvement: Suppliers are encouraged to improve sustainability practices, while continued non-compliance may result in disengagement from the supply network.

Social Responsibility in Supply Chain GRI 414-2

Social considerations are incorporated into supplier engagement and procurement practices, with a focus on labour practices and human rights. Efforts are made to engage suppliers on relevant requirements. These measures are intended to support responsible sourcing and address potential risks related to worker welfare within the supply chain.

Anti-Corruption and Ethical Conduct GRI 205-2

Ethical conduct is guided by an Anti-Bribery and Anti-Corruption Policy applicable to employees and relevant business partners. The policy outlines expectations for compliance with applicable regulations and standards of integrity across operations. Processes such as internal audits and reporting channels are in place to support monitoring and reporting of concerns related to unethical behaviour.

ESG Audits GRI 2-24, 2-27

ESG audit processes are implemented to support monitoring of compliance with internal policies and applicable regulatory requirements across environmental, social, and governance aspects. These include periodic internal audits and, where applicable, external assessments covering areas such as occupational health and safety, environmental and social performance, and governance practices. In addition to routine audits, topical ESG audits are conducted periodically to evaluate specific sustainability priorities, including energy management, water management, and ESG practices within the primary supplier base.

Audit observations are reviewed by the relevant functions, and corrective actions are identified, assigned, and tracked through defined processes. The outcomes of significant ESG audits, key findings, and the status of corrective actions are periodically reviewed by the ESG Steering Committee to support management oversight and continual improvement. This approach supports the ongoing evaluation of operational practices, strengthens internal controls, and facilitates continual improvement across ESG performance areas.

Precautionary Approach and Compliance

GRI 2-27

Statutory and ESG compliance are maintained through dedicated tools and committees that monitor regulatory changes and policy effectiveness. This proactive approach ensures we remain ahead of evolving legal requirements and international best practices. The ESG committee, together with our compliance teams, lead the regular review and adaptation of our governance systems. By integrating a precautionary approach into our risk management, we safeguard the organisation against environmental and social risks while upholding our commitment to corporate responsibility.

ESG Champion Recognition

The ESG Champion programme recognises employees and workers who have demonstrated commitment to advancing environmental, social, and governance (ESG) across the Group. During FY25 and FY26, recognised individuals contributed to strengthening occupational health and safety, improving ESG data quality, enhancing emergency preparedness, supporting ESG reporting, coordinating employee awareness and training programmes, and promoting responsible environmental and operational practices. They also played an important role in identifying workplace hazards, supporting compliance with safety procedures, driving continuous improvement initiatives, and recognising the valuable contributions of frontline workers in fostering a strong safety and sustainability culture.

ESG Champions are identified through a structured nomination process in consultation with Business Unit ESG Managers, based on demonstrated

contributions to ESG initiatives and performance during the reporting period. The nominations are reviewed by the Corporate ESG Team, and selected champions are formally recognised during the Group's ESG Steering Committee meetings. This recognition process promotes consistent acknowledgement of ESG leadership across business units while encouraging the sharing of good practices and cross-functional learning.

The programme reinforces a culture of accountability, collaboration, and continuous improvement by recognising employees and workers who demonstrate leadership, innovation, and proactive engagement in ESG initiatives. Through this recognition, Blue Planet encourages participation in sustainability and safety programmes, strengthens organisational capability, and reinforces the importance of individual contributions towards responsible business practices and long-term sustainable growth across the Group.

Recognition under the programme is based on demonstrated contributions to workplace safety, environmental performance, operational efficiency, compliance, employee engagement, and community outreach activities. By recognising contributions from employees and frontline workers across different functions and geographies, the programme promotes knowledge sharing, encourages continuous improvement, and supports the development of a strong safety and sustainability culture throughout the organisation. For profiles of the recognised ESG Champions, please refer to the section "Our ESG Champions" page 54.





ECONOMIC IMPACT

Direct Economic Value Generated and Distributed GRI 201-1

Total direct economic value generated is reflected through revenues of USD 321.69 million. This is supported by operations across multiple geographies as a provider of waste management and circularity solutions. The economic value generated also supported employee wages and benefits amounting to USD 81.31 million and payments to government in the form of taxes totalling USD 3.28 million.

Sustainable Returns and Operational Metrics

Our revenues stem from technologies and services across the waste management value chain, including landfill remediation, collection & transportation, hazardous waste processing, e-waste recycling, and biofuels. These streams demonstrate our ability to translate environmental solutions into profitable business outcomes.

The economic value generated supports ongoing investments in technological innovation and geographic expansion. Our impact and growth is closely tied to our ESG commitments, creating shared value for shareholders, local communities, and ecosystems by circular solutions for climate & communities.

Sustainable Returns

Total direct economic value generated is reflected through revenues of USD 321.69 million. This is supported by operations across multiple geographies as a provider of waste management and circularity solutions. The economic value generated also supported employee wages and benefits amounting to USD 81.31 million and payments to government in the form of taxes totalling USD 3.28 million.

Driving Inclusive Growth

Operational performance supports employment generation, supply chain development, and stakeholder engagement. Our commitment to transparent governance enhances investor confidence and enables access to growth capital, as evidenced by recent funding rounds and strategic investments.

We directly contribute to the United Nations Sustainable Development Goals by fostering economic prosperity alongside environmental protection. Our financial results reflect a dual mission: achieving commercial success while leading the global transition to circularity solutions.



KEY HIGHLIGHTS

Industry Leadership

Our efforts have been recognised through the CII 4R Awards, DGEMS 2024 Top 200, and the HolonIQ Top 10 Climate Tech. Notably, our work at the Perungudi dumpsite received Padma recognition, underscoring the social and environmental significance of our urban renewal projects.



Guinness World Records – 4,37,975 Kgs of Paper Collected in 24 Hours under Mission LiFE supported by the Ministry of Education & DRIIV institutes



Blue Planet Honoured for Excellence in **Managing Municipal Solid Waste** at CII 4R Awards 2025



CII International Conference Waste to Worth Technologies 4 Nov 2025



Bharat Recycling Show Award to India E-Waste Operations 18 Nov 2025



UK visited Ireland for the **24th National Bioenergy Conference 2025** by the Irish Bioenergy Association (IrBEA)



Blue Planet at the **9th Smart Cities India Expo** and the Convergence India 2024 the Gold Category

KEY HIGHLIGHTS



Awards & Recognition





OUR ESG CHAMPIONS



Mr. Riki Enosa
Area Mgr-N.
Waikato Oceania



Mr. Arvind M
DGM Refurbishment
India E-Waste Operations



Mr. Sankar K
Logistics Manager
India E-Waste Operations



Mr. Rahul A
Asst. Mgr. Purchase
India Solid Waste Operations



Ms. Nadzirah N
Admin Executive
South East Asia



Mr. Sidharth Jayan
Asst. Mgr. Mechanical
India Solid Waste Operations



Mr. T. Terence
HR Executive
South East Asia



Ms. Saldiana J
Head-Sales & Ops
South East Asia



Ms. Sherlyn Hoon
HR/Admin Assistant
South East Asia



Mr. Ramesh K
Asst. Mgr. HR
India E-Waste Operations



Mr. Aadarsh Saini
EHS Officer
India Solid Waste Operations



Mr. Sethumani M
Sr. Project Engineer
India Solid Waste
Operations Global



Ms. Atiqah binti Azhar
Chemical Analyst
South East Asia



Ms. Rachel Phun
Head of Special Projects
South East Asia



Mr. Steve McIntyre
Area Compliance &
Technical Manager
UK



**Ms. Anthea Ooi
Kim Suan**
HR & Admin Associate
South East Asia



**Ms. Annabelle
Numaguchi**
Bid & Sustainability
Manager Oceania



Mr. Jayesh Anilkant
Head of Operations
South East Asia

OUR ESG CHAMPIONS



**Mr. Muhd. Hamirul
Hakim Abdullah**
WHS Officer
South East Asia



Mr. Ananthraj M
Environment Officer
India Solid Waste Operations



Mr. Thomas Devan
Senior Operations Executive
South East Asia



Mr. Mukesh Jangir
AGM-EHS
India E-Waste Operations



Mr. C Kannan
Environment Officer
India Solid Waste Operations



Mr. Ahed Syed
Manager Projects
UK



Mr. Suresh Singh Rajput
Operation Head – Technical
India Solid Waste Operations



Ms. Poushali Ghosh
ESG Analyst
India Operations



Mr. Rahul Kumar
Plant In-charge
Plant In-charge Solid Waste
India Operations



Ms. Sneha Arora
Executive HR
India Operations



Mr. Rahul Deshmukh
Plant In-charge
India Solid Waste Operations



Mr. Naseer
Plant Operator
India Solid Waste Operations



Mr. Amit Singh
Plant Incharge
India Solid Waste Operations



Mr. Chirag Yadav
Fire Safety Officer
India E-Waste Operations



Ms. Harp Davenport
GM People & Capability
Oceania



Mr. Teetu Kumar
Executive
India E-Waste Operations



Mr. Ajit Yadav
Earthmover Incharge
India Solid Waste Operations



Mr. Diwakar S
Project Engineer
India Solid Waste Operations



LIST OF ABBREVIATIONSS

ABC	Anti-Bribery and Corruption	ICC	Internal Complaint Committee
AI	Artificial Intelligence and	IFC PS	International Finance Corporation - Performance Standards
BOO	Build, Own, Operate	IFK	Impact Fund Denmark funding and ESAP oversight
BRSR	Business Responsibility & Sustainability Reporting	ILO	International Labour Organisation
CEO	Chief Executive Officer	ISO	International Organisation of Standards
CGAP	Consultative Group to Assist the Poor	IWM	Integrated Waste Management
CSR	Corporate Sustainability Reporting Directive.	KPIs	Key Performance Indicators
CDP	Carbon Disclosure Project metrics	L&FS	Life and Fire Safety
CHAs	Critical Habitat Assessments	ML	Machine Learning
DD	Due Diligence	M&A	Merger and Acquisition
DFID	Department for International Development	M&BD	Marketing & Business Development
DG	Diesel Generator	MOM	Minutes of Meeting
EHS	Environment, Health & Safety	MRM	Management Review Meeting
EMP	Environment Management Plan	NGO	Non-Governmental Organisation
ESDD	Environment & Social Due Diligence	O&M	Operation & Maintenance
ESAP	Environmental and Social Action Plan	OHS	Occupational Health and Safety
E&S	Environment & Social	OSHA	Occupational Safety and Health Administration
ESG	Environment, Social and Governance	PDCA	Plan Do Check Act
ESMS	Environment and Social Management System	PPE	Personal Protective Equipment
EPC	Engineering, Procurement and Construction	SASB	Sustainability Accounting Standards Board
EPR	Emergency Preparedness and Response	SDGs	Sustainable Development Goals
ERT	Emergency Response Team	SEP	Stakeholder Engagement Plan
ETP	Effluent Treatment Plan	STP	Sewage Treatment Plant
FIs	Financial Intermediaries	TCD	Thermo-Catalytic Depolymerisation
GHG	Greenhouse Gases	TCFD	Taskforce Climate Finance Disclosure
GIIP	Good International Industry Practice	tCO₂e	Tonnes Carbon Dioxide Equivalent
GRC	Grievance Redressal Committee	UN	United Nations
GRI	Global Reporting Initiative	UNEP	United Nations Environment Programme
GRM	Grievance Redressal Mechanism	UNGC	United Nations Global Compact
GRP	Grievance Redressal Plan	VOC	Volatile Organic Compounds
HR	Human Resources	WHO	World Health Organisation
HOD	Head of Department		
H&S	Health and Safety		
HR	Human Resources		





Issued to: **Blue Planet Environmental Solutions Pte Ltd**

By: **Global Green Solutionz**

1. Scope and subject matter

Global Green Solutionz has been awarded by **Blue Planet Environmental Solutions Pte Ltd, Singapore** to provide independent limited assurance on selected sustainability information disclosed in the company's Sustainability Report for the financial years 2024-2025 and 2025-2026 ("the Report"). The subject matter of this engagement includes greenhouse gas (GHG) emissions, environmental performance indicators, and social responsibility disclosures, as defined in the agreed Statement of work between **Blue Planet Environmental Solutions Pte Ltd** and **Global Green Solutionz**.

2. Boundary of the engagement

The assurance engagement covers **Blue Planet Environmental Solutions Pte Ltd's** operations across facilities located at Bengaluru, Chennai, New Delhi, Gurgaon, Noida, Pune in India, Singapore, Malaysia, New Zealand and United Kingdom. The reporting boundary includes all material activities, processes, and subsidiaries under operational control, as reflected in the Report.

Subsidiary Companies within the Assurance Boundary: *(List remains unchanged as provided earlier)*

S.No.	Subsidiary Company	Location
1	Big Red Pte Ltd	3018 Bedok North Street 5, #01-15 Eastlink Building, 486132 Singapore

2	BLUE PLANET ENVIRONMENTAL SOLUTIONS (MALAYSIA) SDN. BHD	4, Jalan Pala 14, Kampung Permatang Tinggi, 14000 Bukit Mertajam, Pulau Pinang, Malaysia
3	Blue Planet E-Waste Solutions India Pvt Ltd	- Khewat No. 654/617 min, Khata no. 781, Rect. no.125, Binola Industrial Area District: Gurugram 122413, Haryana, India - Recycling & Refurbishment Facility: Sy. No. 85, Plot No. 9, Part 9, KIADB industrial Area, Kasaba Hobli, Chokkahally Village, Hoskote, Bengaluru Rural - 562114, Karnataka, India
4	Blue Planet Environmental Solutions India Pvt. Ltd	- Unit No. 306, 3rd Floor, Worldmark 1, Asset Area No. 11, Delhi Aerocity, New Delhi 110037, India (Corporate Office) - Plot no. 26, Knowledge Park III, Greater Noida 201310 Uttar Pradesh, India (CBG Plant)
5	Blue Planet Integrated Waste Solutions Private Limited (BPIWSPL)	Unit No. 306, T3, Kohinoor World Towers, Opp. Empire Estate, Old Pune - Mumbai Highway, Pimpri PF, Pune 411018 Maharashtra, India
6	QUBE Renewables Ltd	Higher Ford, Wiveliscombe, Somerset, TA4 2RL, United Kingdom
7	Recycle Force Ltd	Crown House, Grettton Brook Road, Corby, Northants, NN17 4BA
8	Smart Environmental Ltd	96 New North Road, Eden Terrace, Auckland 1021, New Zealand
9	Vac-Tech Engineering Pte Ltd	42A Penjuru Road, #08-01, 609164, Singapore
10	Wah & Hua Pte Ltd	11 Kranji Cres, WH Building, 728656, Singapore
11	Zigma Global Environ Solutions Pvt Ltd	24, Kalaimagal Kalvi Nilayam Road, Erode 638 001, Tamil Nadu, India

INDEPENDENT LIMITED ASSURANCE STATEMENT

3. Criteria

We conducted this engagement in accordance with ISAE 3000 (Revised). The sustainability information was evaluated against:

- Global Reporting Initiative (GRI) Standards (2021 update)
- Applicable regulatory and statutory requirements
- Internal sustainability policies, procedures, and reporting methodologies of **Blue Planet Environmental Solutions Pte Ltd.**

4. Responsibilities

- **Responsibility of Blue Planet Environmental Solutions Pte Ltd:** Preparation and fair presentation of sustainability information in accordance with the criteria.
- **Responsibility of Global Green Solutionz:** To express a limited assurance conclusion based on procedures performed in accordance with ISAE 3000 (Revised).

5. Work performed

Procedures included:

- Reviewing documented policies, procedures, methodologies, and internal controls.
- Interviews with management and staff responsible for sustainability data.
- Analytical reviews and sample testing of selected data.
- Evaluation of disclosures against GRI Standards and ISAE 3000 qualitative requirements.

6. KPIs assured (GRI Standards)

- **GRI 200 – Economic:** Direct economic value generated & distributed; Procurement practices (% local suppliers).

- **GRI 300 – Environmental:** Energy consumption (kWh); Water withdrawal & reuse (KL); Waste generated & recycled (MT); GHG emissions (Scope 1, 2).
- **GRI 400 – Social:** Employees by gender & category; Training hours per employee; Workplace accidents; Diversity ratio; Customer complaints resolved.

Material Topic	GRI Standard	Disclosure	What to Report
Waste Management	GRI 306: Waste 2020	306-1 to 306-5	Waste generation, recycling, disposal, and hazardous waste
Circular Economy	GRI 306: Waste	306-3, 306-4	Waste recycled, reused, recovered ratios
Climate Change	GRI 305: Emissions 2016	305-1, 305-2, 305-3	Scope 1, 2, 3 emissions; reduction targets
Risk Management	GRI 2: General Disclosures	2-15, 2-16	Risk management approach, significant risks
Occupational Health & Safety	GRI 403: OHS 2018	403-1 to 403-10	Incidents, injuries, safety audits, compensation
Diversity, Equity & Inclusion	GRI 405: Diversity 2016	405-1	Gender, age, employee categories, attrition, global reporting
Training & Development	GRI 404: Training 2016	404-1, 404-2, 404-3	Avg. training hours, training programs, participation rates

INDEPENDENT LIMITED ASSURANCE STATEMENT

Material Topic	GRI Standard	Disclosure	What to Report
Stakeholder Engagement	GRI 2: General Disclosures	2-29: Stakeholder engagement approach	Engagement records, feedback, ESG committee meetings

7. Limitations

The assurance was limited to the KPIs specified. Other disclosures outside the boundary were not tested. Estimates and assumptions are subject to inherent uncertainty.

8. Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the selected sustainability information disclosed by **Blue Planet Environmental Solutions Pte Ltd** for FY 2024-2025 and FY 2025-2026 is not prepared, in all material respects, in accordance with the stated criteria.

9. Improvement recommendations

- **Circularity Index:** Create the circularity index as per the circularity frameworks.
- **Data Management:** Automate data collection and consolidation to reduce manual errors.
- **Occupational Health & Safety:** Create a safety index to track and monitor overall safety performance across operations using a combination of leading and lagging indicators.
- **Scope 3 Emissions:** Expand coverage to additional categories (supplier emissions, product use, end-of-life).
- **Social:** Increase granularity of diversity metrics (intersectional breakdowns).
- **Stakeholder Engagement:** Formalize feedback mechanisms to align KPIs with stakeholder expectations.

- **Continuous Improvement:** Establish periodic internal audits of sustainability data for QA QC readiness.

10. Use of this report

This assurance statement has been prepared solely for **Blue Planet Environmental Solutions Pte Ltd**. in accordance with the terms of our engagement. We disclaim responsibility to third parties.



Name: Ragesh Joshi

Designation: Lead Verifier

Signed: Global Green Solutionz

Date: 12-06-2026

Location: Hyderabad



Name: Srikanth Meesa

Designation: CEO

Signed: Global Green Solutionz

Date: 12-06-2026

Location: Hyderabad



Dear Stakeholders,

It is my pleasure to present Blue Planet Environmental Solutions' inaugural Annual Sustainability Report 2026, covering our Environmental, Social, and Governance (ESG) performance for FY25 and FY26. This report marks an important milestone in our sustainability journey and reflects our efforts to strengthen ESG governance, implementation and reporting data with quality for our business operations.

Over the past two years, we have made significant progress in establishing the foundations of our Group-wide ESG management system. Guided by our Environmental and Social Action Plan (ESAP), we have strengthened policies, procedures to integrate Environmental and Social Management systems with operational requirements. The implementation of a digital ESG platform has improved the consistency, traceability, and oversight of ESG information, enabled better-informed decision making and supported our long-term Sustainability objectives.

As a company operating across diverse waste management and circular economy

businesses, we recognise our responsibility to manage environmental and social impacts while creating value through responsible resource management. During the reporting period, our operations processed 8.92 million tonnes of waste, contributing to resource recovery, landfill remediation, recycling, renewable resource utilisation, and circular economy initiatives.

Protecting the health, safety, and well-being of our employees, workers, contractors, and business partners remains a fundamental priority. While we recognise that the waste management sector presents inherent operational risks, we continue to strengthen our occupational health and safety management systems through enhanced governance, leadership engagement, workforce training, digital reporting, and incident learning. We also remain committed to strengthening diversity, inclusion, employee development, and meaningful engagement with the communities where we operate.

Strong governance underpins our sustainability approach. Through regular oversight by our Board of Directors and ESG Steering Committee, we continue

to strengthen ESG risk management, compliance, stakeholder engagement, and data governance across the Group. We recognise that ESG reporting is an evolving journey, and we remain committed to continuously improving the quality, transparency, and reliability of our disclosures in line with internationally recognised reporting frameworks and stakeholder expectations.

As we look ahead, our focus will remain on embedding ESG into everyday decision-making, enhancing operational resilience, strengthening climate and circular economy initiatives, and creating sustainable long-term value for our stakeholders. I would like to thank my team and our employees, customers, investors, suppliers, business partners, and communities for their continued trust, collaboration, and support as we continue this journey together.

Vivek Sadevra

Head – ESG & Sustainability
Blue Planet Environmental Solutions Pte Ltd



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GRI 303: Water and Effluents 2016	Water Use and Wastewater Management	GRI 303-3	30
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