

D I M E X O N .

Brilliance Meets Integrity

ESG
REPORT
2025



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Our vision for a sustainable and ethical future has set us on a continual journey that influences every facet of our business

Dimexon is committed to shaping a more responsible diamond industry through ethical sourcing, environmental stewardship and inclusive workplace practices. By embracing innovation, collaboration, and transparency, we are building a future-perfect business where luxury and integrity go hand in hand

We are proud to present Dimexon's 2025 ESG report, *Brilliance Meets Integrity*. It is a powerful reflection of the core values that drive Dimexon and our unwavering commitment to excellence in both our products and our practices. It encapsulates our resolve to pursue brilliance – whether in the form of exceptional craftsmanship, business success, or the timeless beauty of our diamonds. All while staying firmly rooted in integrity.

Our teams are committed to achieving harmony between brilliance and integrity by embedding Dimexon's dedication to environmental sustainability, social impact, and ethical governance into our operations; proving that true luxury is achieved not just through excellence, but responsibility.

Collaboration for a sustainable future

Brilliance Meets Integrity reflects our ESG activities in 2024, and the year was marked by several meaningful partnerships and strategic collaborations that are paving way towards a more sustainable diamond industry. Dimexon was proud to sponsor the Dubai Diamond Conference 2024, reinforcing our commitment to supporting forward-thinking dialogue and innovative insights that shape the future of our sector. Our dedication to gender equality was recognised on a global platform when UN Women featured Dimexon as a case study of best practices in its *Emerging Practices: Advancing Gender Equality in the Watch & Jewellery Industry* publication. The report was launched in September 2024 at the 79th United Nations General Assembly in New York, where our story was shared as part of the global movement to advance women's empowerment in our industry.

We actively engaged in several events hosted by the Watch & Jewellery Initiative 2030 (WJI 2030) in New York,



Members of Dimexon's Leadership and Management team

Geneva, Paris, and Copenhagen. Dimexon was also featured in the WJI 2030 Nature Roadmap, a strategic guide outlining the key steps that companies must take to address the global nature and biodiversity crisis. These collective efforts underscore our belief that collaboration is key to lasting change.

Strategic integration of nature and climate

At Dimexon, tackling climate change and protecting natural ecosystems remain core pillars of our sustainability strategy. In 2024, we continued to strengthen environmental

“Provenance and traceability are fundamental to the Dimexon promise”

performance across our operations and supply chain, taking meaningful steps towards a more resilient and responsible future.

As part of our commitment to the WJI2030, we completed our first biodiversity materiality assessment, evaluating Dimexon’s nature-related dependencies, impacts, risks, and opportunities across our upstream operations, and developed a comprehensive Nature Strategy and Roadmap. This marks a significant milestone in our journey to integrate nature-related considerations into our business strategy.

In parallel, we made strong progress on our decarbonisation journey. Our diamond manufacturing facility

in Coimbatore now runs on 75% solar energy. The site also achieved a Zero Waste to Landfill certification, successfully diverting a significant amount of waste from landfills in its first year of reporting. By committing to the Science Based Targets initiative (SBTi) and participating in the UN-backed Race to Zero campaign, we have formalised our ambition to reach carbon neutrality by 2030, with a near-term target to reduce emissions by 25% (on 2019 levels) by 2025.

These actions underscore our commitment to environmental stewardship, not just as a responsibility but as an opportunity to lead by example and help build a more sustainable and nature-positive future for all.

As part of our commitment to the WJI 2030, Dimexon completed its first biodiversity materiality assessment in 2024.

Gender diversity and inclusion

At Dimexon, we are proud to have built a workplace culture rooted in long-term commitment, inclusivity, and continuous personal and professional development.

The loyalty and dedication of our people, many of whom have been with us for decades, reflect the supportive and empowering environment we have cultivated over the years.

With women forming the majority of our workforce, we are deeply committed to creating an inclusive and enabling space where they can thrive. From implementing flexible work policies to offering an on-site crèche, we support our employees in balancing their professional ambitions with personal responsibilities. These measures have fostered a strong culture of trust, wellbeing and return-to-work support for women after maternity leave.

Our investment in people goes beyond policies. We offer hands-on training, international learning opportunities, and financial support for higher education, ensuring that every individual at Dimexon is empowered to grow and succeed.

Provenance and integrity in every diamond

Provenance and traceability are fundamental to the Dimexon promise. In an industry where sustainability and ethical sourcing are under increasing scrutiny, our dedication to traceability strengthens our position as a trusted partner. We understand that our clients seek suppliers who not only share their values, but actively contribute to building a more responsible and transparent supply chain.

From the responsible sourcing of rough diamonds to the final dispatch of polished stones, every stage of our supply



Rajiv Mehta, Group Director

“Our resolve to build a legacy of responsible practices, unwavering transparency, and continuous growth remains resolute”

chain is anchored in transparency, accountability, and ethical practice. We work exclusively with reputable suppliers to ensure that the origin of each diamond is accurately documented and verifiable. This commitment enables us to offer our partners confidence in the integrity and authenticity of every stone we deliver.

Our unwavering focus on innovation has enabled us to achieve 100% traceability for all in-house processed diamonds, powered by auditable digital systems and our integrated SAP platform. This achievement not only enhances our operational transparency but also strengthens the trust our partners and customers place in us.

Towards a bright future

Responsibility is at the heart of every decision we make, as we work together to shape a future that is more transparent, sustainable and equitable – one step at a time.

Looking ahead, Dimexon remains steadfast in its commitment to leading the way in sustainable luxury. We aim to achieve this through a multi-faceted approach: pioneering innovative carbon reduction solutions and implementing tech-enabled, auditable provenance tracking. Furthermore, we will actively foster industry collaborations to enhance consumer confidence and strategically expand our presence in key markets. Plans are underway to implement advanced technological solutions to enhance customer experience, including a customised CRM platform developed with a leading global partner. This platform will integrate operations across all Dimexon sales offices, leveraging next-generation AI tools and CRM advancements to strengthen commercial planning, strategic partnerships, and traceability. This investment will enable us to curate a robust, tailored and flexible relationship management experience.

We will continue to integrate sustainable practices across all facets of our operations, ensuring that our growth actively supports long-term ecological balance, and meaningful societal reforms. Our resolve to build a legacy of responsible practices, unwavering transparency, and continuous growth remains resolute.

The title of this report, *Brilliance Meets Integrity*, is a promise that we will continue to hold ourselves to the highest standards, not just in what we create, but in how we create it. We are deeply thankful to all our stakeholders for their continued partnership and belief in our vision. Your trust



Vishal Mehta, Group Director

empowers us to push boundaries, elevate our standards and pursue bold sustainability ambitions with clarity and purpose. As we move forward, we remain committed to driving meaningful change through innovation, integrity, and collaboration, and to shaping a future where our industry uplifts both the environment, and the communities it touches.

Rajiv Mehta & Vishal Mehta
DIMEXON



Brilliance Meets Integrity

We firmly believe that brilliance and integrity are not mutually exclusive but mutually reinforcing. The title of our 2025 ESG report embodies our conviction that commercial success and ethical responsibility must coexist, each strengthening the other to create enduring value

For our company, true luxury transcends aesthetics alone; it demands a foundation of ethical rigour and purposeful action. This philosophy inspires us to integrate robust Environmental, Social, Governance (ESG) principles into every aspect of our operations – from sourcing, production, and services to governance and community engagement. By embedding ethical responsibility directly into our business strategy, we ensure consistent alignment between our

commercial objectives and our commitment to sustainability.

This report highlights our ongoing efforts and measurable outcomes, reflecting our dedication to transparency, accountability, and positive impact. It demonstrates how integrity is the catalyst for brilliance at Dimexon, enabling our teams to service our clients efficiently. The value of our business is not just found in our beautiful diamonds, but also the strength and sincerity of the principles behind the sparkle.

About the report

Dimexon is pleased to present its fourth ESG Report, *Brilliance Meets Integrity*, showcasing its continued dedication to sustainability and transparent communication. The report highlights how we translate our robust sustainability strategy into concrete actions, seamlessly weaving sustainable practices into every facet of our

operations. Guided by four key pillars – Environmental Synergy, Product Integrity, Social Stewardship, and Responsible Business Conduct – we strive to foster a greener future, uphold ethical standards, and drive meaningful impact across our business and communities.

Read more on this framework on page 19 of the report.



Reporting period

This report documents Dimexon’s sustainability performance, activities, and initiatives carried out between January 1, 2024, and December 31, 2024.

Reporting scope and boundary

The report covers the ESG performance of the following entities across Dimexon’s value chain:

- Dimexon Antwerp NV, Antwerp, Belgium (SDTC BV, Antwerp, Belgium)
 - Marketing and strategy, Paris, France
- Dimexon M.E. FZCO, Dubai, UAE

- Dimexon Diamonds Ltd., India
 - Corporate Office, Nariman Point, Mumbai
 - Operations Centre, Dahisar, Mumbai
 - Sales & Procurement Office, Bandra Kurla Complex, Mumbai, Maharashtra
 - CoE for Group Shared Services, Mumbai
 - Manufacturing CoE, Coimbatore, Tamil Nadu
 - Outsource Manufacturing Operations, Ahmedabad, Gujarat
- Dimexon (Hong Kong) Ltd., Hong Kong

Reporting standards and frameworks

The report has been prepared with reference to the Global Reporting Initiative (GRI) Standards for sustainability reporting and is aligned with the National Guidelines on Responsible Business Conduct (NGRBC), Responsible Jewellery Council (RJC), World Diamond Council (WDC), Watch & Jewellery Initiative 2030, and the United Nations' Sustainable Development Goals (SDGs).

We are also proud signatories of the United Nations Women's Empowerment Principles (UN WEPs), formed by the UN Global Compact (UNGC) and UN Women.

In 2024, we voluntarily adopted the European Sustainability Reporting Standards (ESRS) under the EU Corporate Sustainability Reporting Directive (CSRD), reflecting our commitment to enhanced transparency, our growing client base across the EU, and our operational presence in Antwerp, Belgium. This year, we have expanded our reporting to include more disclosures, furthering our alignment with the ESRS. While this report represents a significant step toward ESRS compliance, we anticipate fully meeting the expanded requirements in future reporting cycles.

Approach to materiality

This year, we conducted our first double materiality assessment (DMA) aligned with CSRD and ESRS. The assessment evaluated Dimexon's impact on the environment and people, as well as the financial effects of sustainability

topics on our business. Drawing on input from our operations, an analysis of impacts, risks and opportunities in our environment, and extensive stakeholder consultations, we identified 19 key material topics. This report highlights our performance on the most critical topics.

Management assurance

Dimexon's leadership acknowledges its responsibility towards ESG commitments and affirms that this report effectively addresses all material issues, offering a fair and accurate reflection of our ESG performance.

Feedback

This report underscores our commitment to ethical diamond sourcing, sustainability, and the four pillars of our ESG framework, offering a concise overview of our achievements, insights, and goals. We value and encourage feedback from our stakeholders on our reports and invite comments and suggestions via email at esg@dimexon.com.

Forward-looking statements

This report contains forward-looking statements and commitments that represent Dimexon's current expectations and reasonable projections. However, these are subject to inherent risks and uncertainties, such as policy changes, market fluctuations, operational events, and significant external trends, which could lead to results that differ materially from the expected outcomes.





Dimexon: Redefining the future of sustainable diamonds

For more than five decades, Dimexon has been a leader in the diamond industry, setting industry benchmarks through precision craftsmanship, ethical business practices, and continuous innovation

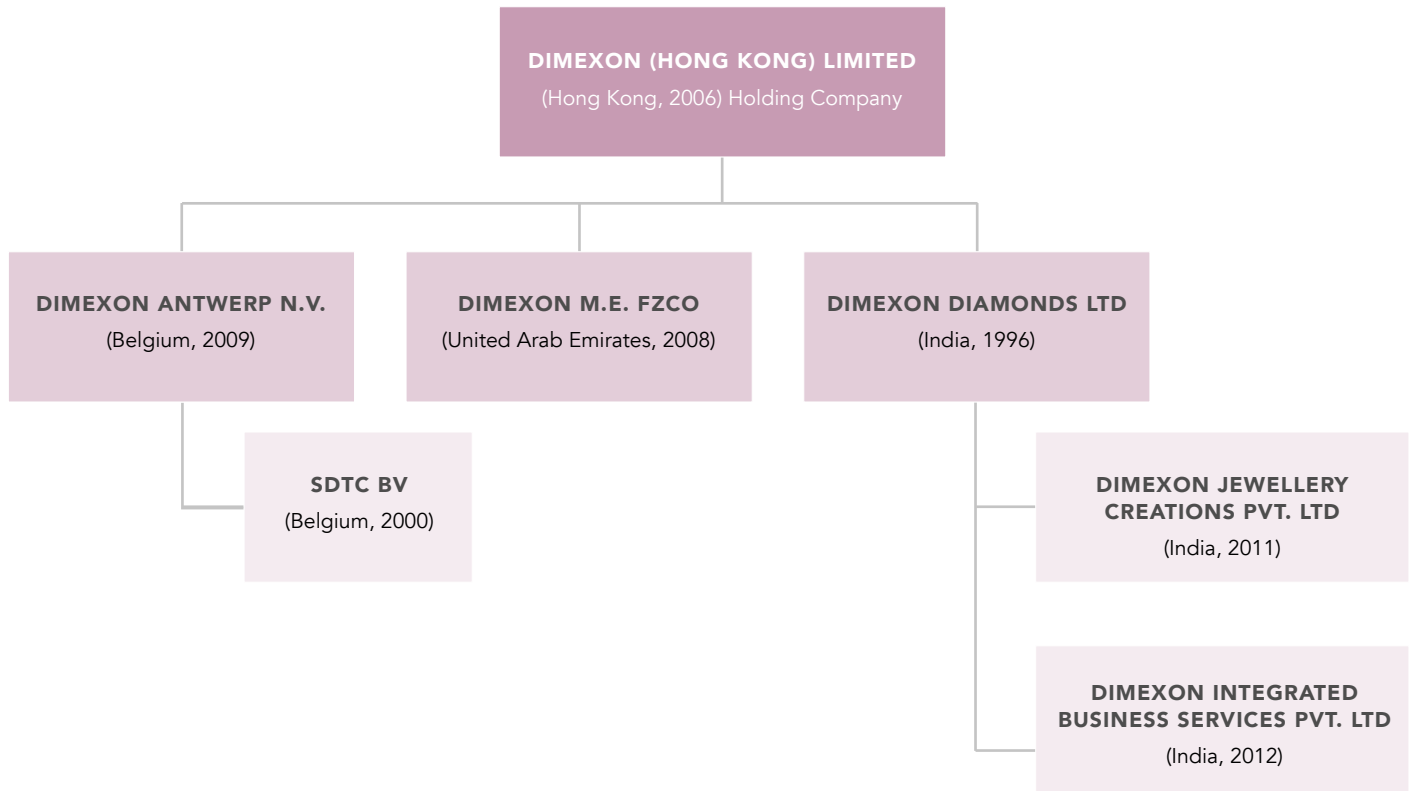
As a responsible organisation committed to collective growth, we uphold principles that encourage positive conduct, foster a culture of sustainability, and endorse excellence, innovation, and mindful behaviour.

Our commitment extends beyond manufacturing excellence; we are shaping a diamond industry defined by transparency, accountability and inclusivity. Each diamond we craft bears a verified narrative of its origins, upholding an uncompromising standard of integrity. With a workforce predominantly composed of women, we boldly advance diversity, equity, and inclusion, aligning with transformative frameworks like the Women’s Empowerment Principles (WEPs). In the coming years, we plan to collaborate closely with our suppliers to help them uphold the highest ethical standards while promoting social and environmental stewardship.

At Dimexon, we are resolute in redefining the essence of luxury through creating a workplace where excellence, ethics, and sustainability converge seamlessly across every facet of our operations.



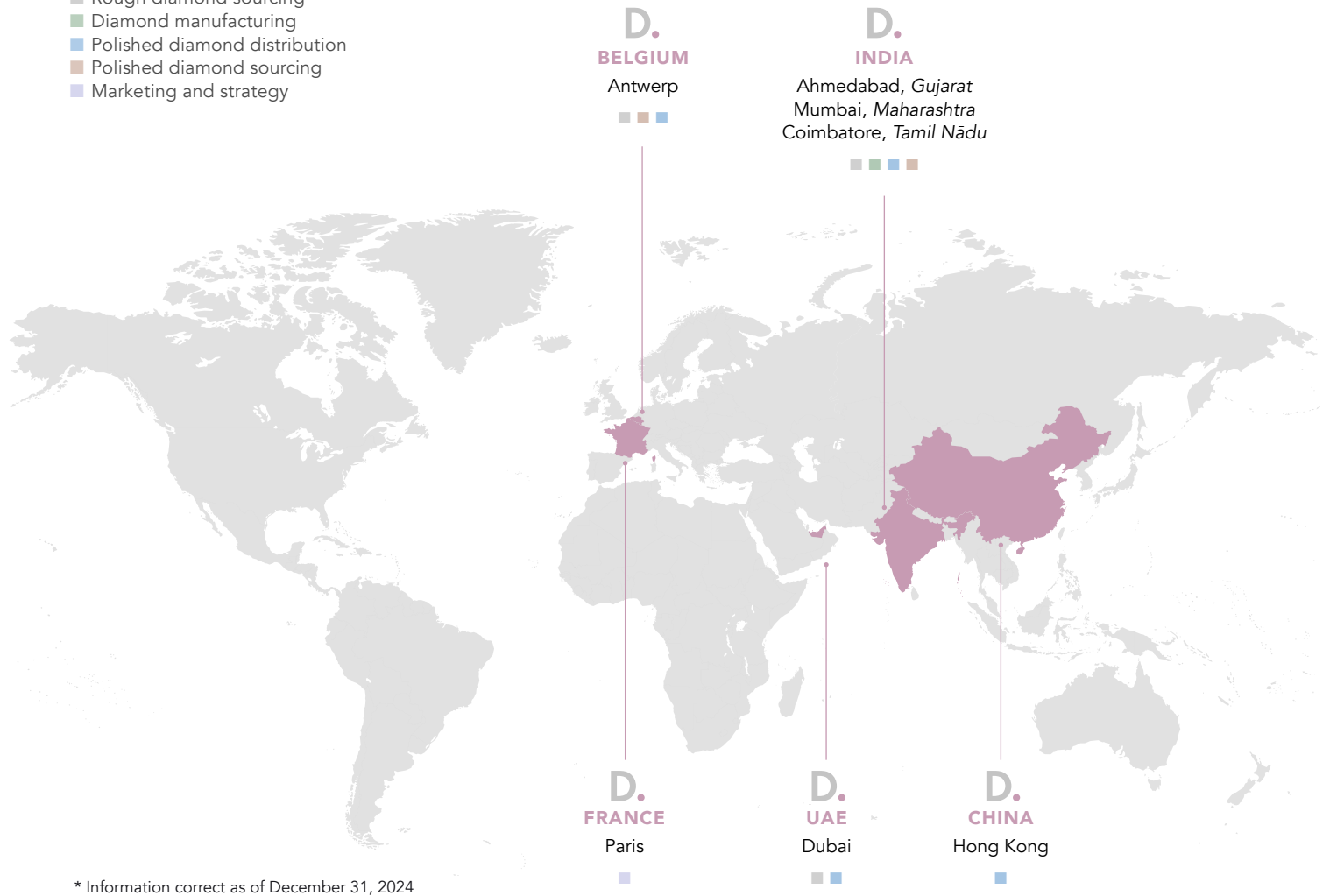
Group structure



Geographic presence

KEY

- Rough diamond sourcing
- Diamond manufacturing
- Polished diamond distribution
- Polished diamond sourcing
- Marketing and strategy



* Information correct as of December 31, 2024

Case study Dubai Diamond Conference 2024

Dimexon was honoured with the Silver Sponsor Award at the Dubai Diamond Conference 2024. It was presented to our group director Vishal Mehta during the conference by Dubai Multi Commodities Centre (DMCC) executive chairman and CEO Ahmed Bin Sulayem.

As a proud sponsor of this prestigious event, Dimexon engaged in impactful discussions shaping the future of the diamond industry. The conference served as a vital platform for collaboration, reinforcing our commitment to transparency, responsible sourcing, and sustainability. This recognition underscores our dedication to driving positive change, and upholding ethical standards across the global diamond supply chain.



Our value chain

Dimexon's value chain is built on a foundation of ethical sourcing, meticulous craftsmanship and the adoption of the latest technologies, ensuring that every diamond we produce meets the highest standards of transparency and integrity.

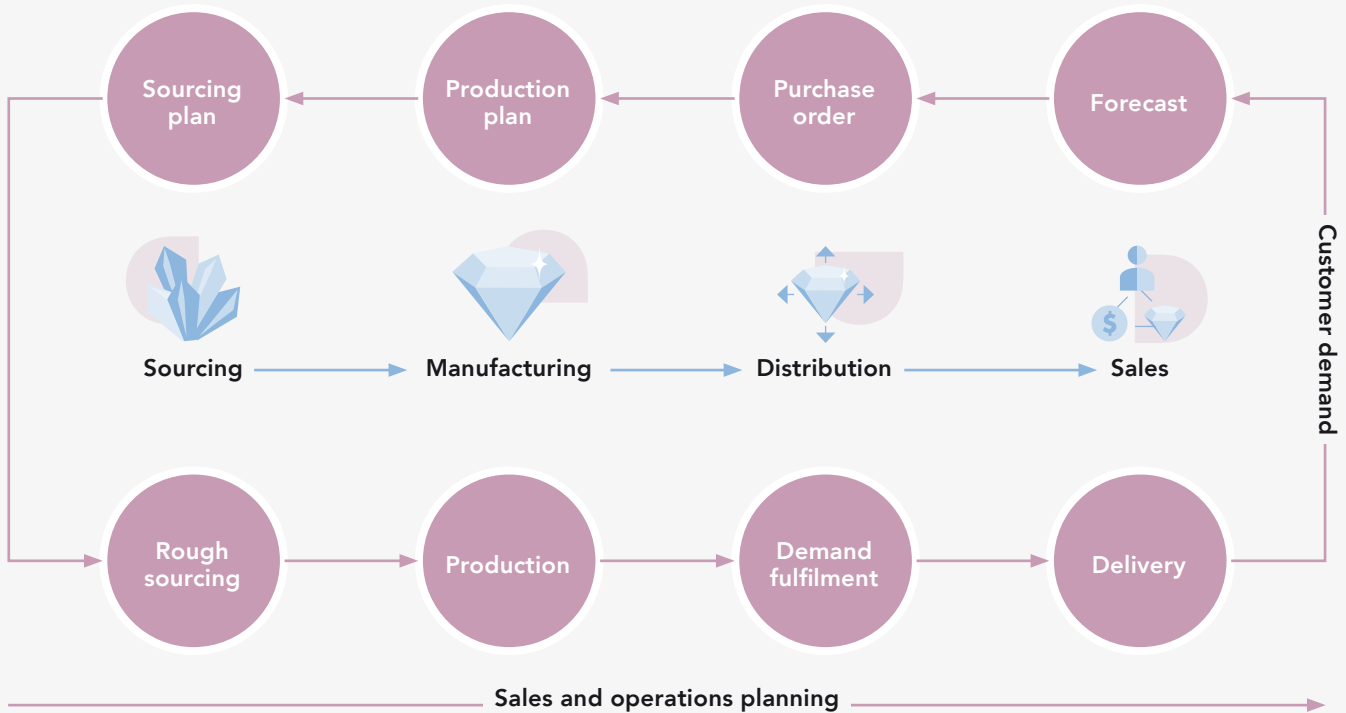
Our commitment to a responsible diamond supply chain begins with direct access to some of the world's most ethical and rigorously vetted rough diamonds. As a Sightholder with De Beers since 1976 and a Select Diamantaire with Rio Tinto since 2007, we secure a consistent supply of responsibly sourced rough diamonds. Our Supplier Due Diligence prioritises adherence to social standards and the sourcing of conflict-free diamonds, ensuring that every Dimexon diamond

has been ethically procured.

Our state-of-the-art manufacturing facilities in India, powered by a workforce of more than 2,000 skilled professionals, are at the forefront of precision and efficiency. By integrating automation and precision mapping through the Galaxy Meteorite Inclusion Mapping System, we have reinforced our dedication to operational excellence, while enhancing quality, reducing waste, and optimising efficiency.

Once polished to perfection, our diamonds are distributed through global sales offices in Antwerp, Dubai, Mumbai and Hong Kong, ensuring seamless access for our customers worldwide.

Our supply chain



Our partnerships



Engaging with stakeholders

We prioritise ongoing, open communication with stakeholders. This helps us to understand their expectations, concerns and values; to empowering their role in decision-making; and to enhance our sustainability efforts. Through

targeted surveys and interviews, we assess the financial and non-financial impacts of our operations, aligning our sustainability strategies with stakeholder priorities to drive long-term value creation.

Stakeholder engagement

Identify key internal and external stakeholders by weighing their impact on our business



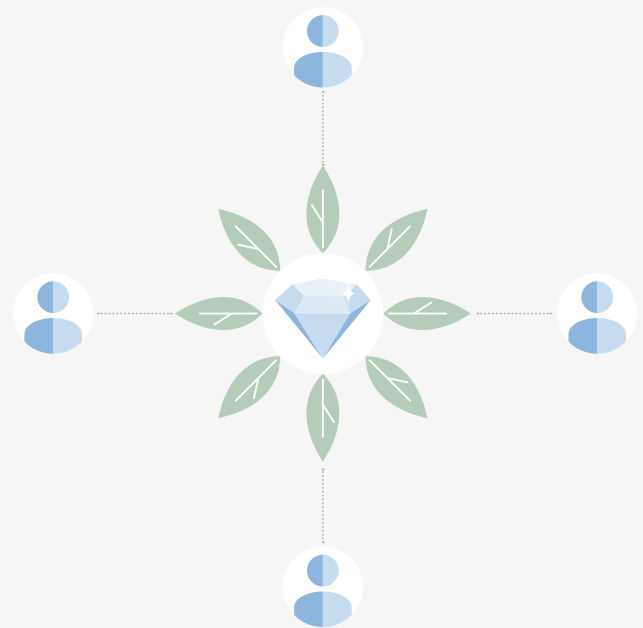
Initiate communication with them and actively understand their requirements and concerns



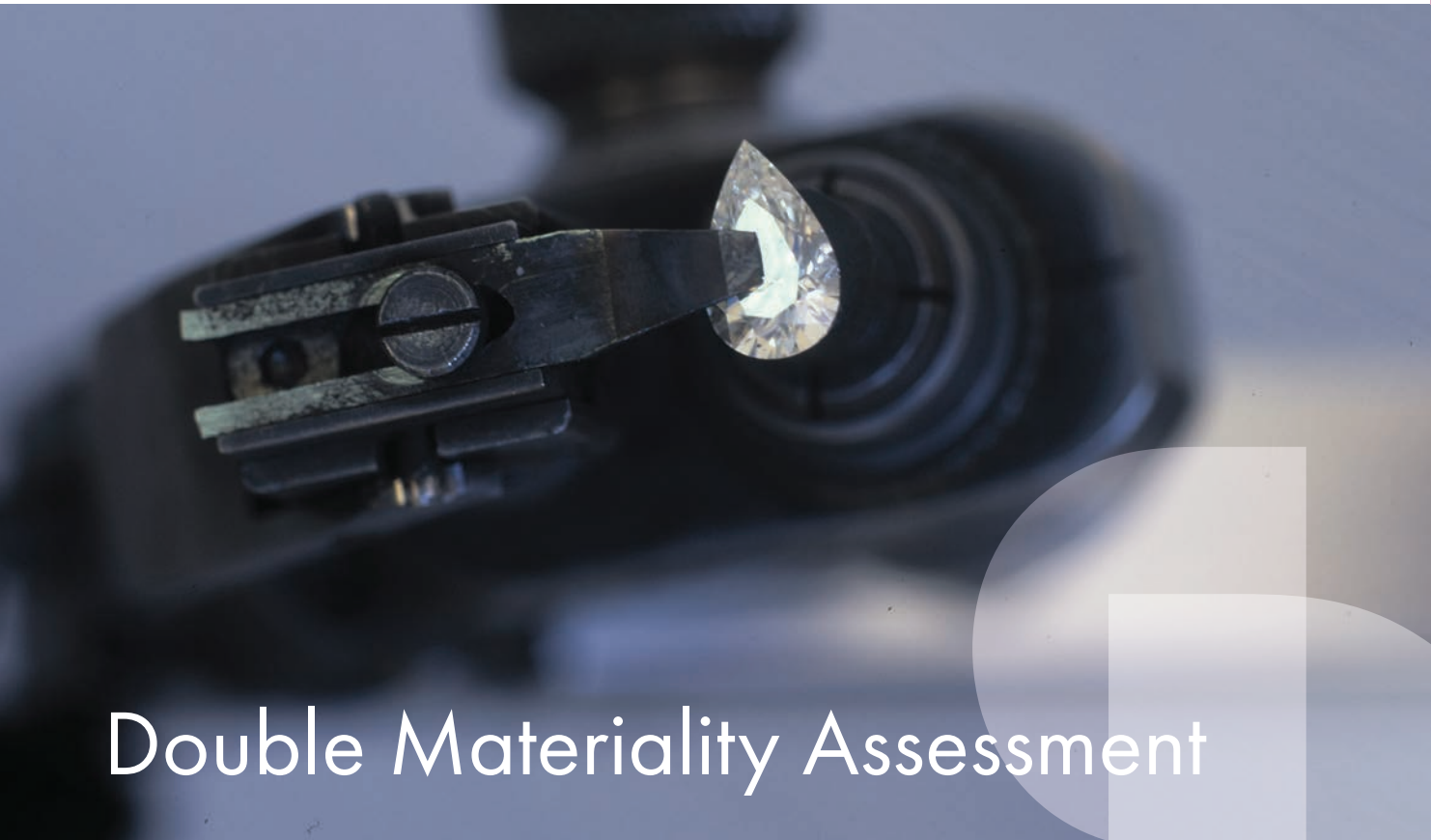
Set clear objectives and goals to meet the requirements of each stakeholder group



Regularly assess our strategy and analyse stakeholder feedback to identify areas of improvement and effectively address their concerns



FOCUSING ON STAKEHOLDER PRIORITIES				
Stakeholders and their significance	Engagement channels	Issues discussed	Linkage with material topics	EF*
<p>Employees and leadership</p> <p>The efficiency and skills of our workforce are crucial to the success of our organisation. Our leadership plays a key role in shaping the strategic vision and driving Dimexon's achievements, which are underpinned by the efforts of our employees.</p>	<ul style="list-style-type: none"> • Induction programs • Internal communications (emails and employee portal) • HR help desk • Employee grievance procedures • Engage 360, an employee engagement initiative enabled with latest technology platform • Leadership meetings • Cultural activities • Training programmes • Quarterly town halls • Rewards and recognition programme • Long Service Awards 	<ul style="list-style-type: none"> • Worker wellbeing • Health and safety practices • Training and skill development • Career development programs • Equal treatment and opportunities • Corporate culture • Grievance reporting systems • Corruption and bribery • Safety and misuse of personal data 	<ul style="list-style-type: none"> • Health, Safety and Employee Wellbeing • Talent Attraction and Retention • Diversity and Inclusion • Human Rights • Labour Management • Business Conduct • Data Privacy and Security 	<ul style="list-style-type: none"> ■ ■
<p>Customers</p> <p>The choices of our customers influence the strategic direction of our company, while their satisfaction and loyalty drive revenue and contribute to our success.</p>	<ul style="list-style-type: none"> • One-to-one interactions and meetings • Customer satisfaction reviews • Company website • Grievance redressal mechanism • Trade shows <ul style="list-style-type: none"> ◦ Site visits to our facilities ◦ Industry forums ◦ Facility/Process Audits through certification firms 	<ul style="list-style-type: none"> • Suppliers in ESG performance • Climate and biodiversity • Traceability and data integrity • Emphasis on upstream emissions • Circularity and low-impact sourcing exploration • Supplier audits, due diligence and risk management • Water scarcity • Human rights • Inclusive leadership and gender parity 	<ul style="list-style-type: none"> • Responsible sourcing • Product integrity • Transparency and traceability • Human rights • Workers in the value chain • Labour management • Health, safety and employee wellbeing • Climate strategy & resilience • Waste & circular resource management • Water and wastewater management • Biodiversity • Business conduct • Sustainable supply chain 	<ul style="list-style-type: none"> ■ ■
<p>Suppliers</p> <p>Strong partnerships with suppliers serve as a driving force behind our success, ensuring optimised supply chains and reliable sources of goods.</p>	<ul style="list-style-type: none"> • One-to-one interactions and meetings • Site visits and inspection • Vendor quality assessment • Vendor performance assessment 	<ul style="list-style-type: none"> • Transition to renewable energy for climate mitigation • Local employment, procurement and land rights in agreements • Labour rights and living wage considerations • Support for partners on regulatory and stakeholder expectations 	<ul style="list-style-type: none"> • Climate strategy & resilience • Biodiversity • Impact on communities • Responsible sourcing • Human rights • Labour management • Talent attraction and retention • Customer centricity • Product integrity • Innovation, research & development, adoption of new technologies • Transparency and traceability • Business conduct 	<ul style="list-style-type: none"> ■ ■ ■
<p>Financial institutions</p> <p>Financial institutions offer capital and financial backing, empowering us to implement our growth and expansion strategies.</p>	<ul style="list-style-type: none"> • One-to-one meetings • Communication of financial results • Leadership engagement • Insight into long-term strategy 	<ul style="list-style-type: none"> • Financial and non-financial performance • Robust strategy for business growth • Long-term business value • Economic impact on producer countries • Consumer demand for diamonds • Product design, creativity and quality innovation • Sustainable finance • Legal and regulatory compliances 	<ul style="list-style-type: none"> • Transparency and traceability • Responsible sourcing • Product integrity • Business conduct 	<ul style="list-style-type: none"> ■ ■ ■ ■
<p>Government entities and regulatory bodies</p> <p>The regulations and policies set by authorities significantly influence our operational compliance, access to markets and overall business conduct within the diamond industry.</p>	<ul style="list-style-type: none"> • Annual reports and other regulatory filings • Formal dialogues • Policy advocacy • Industry associations • Trade groups 	<ul style="list-style-type: none"> • Compliance with industry regulations • Import and export policies • Environment and sustainability standards • Financial and non-financial performance • Economic impact on producer countries • Labour and employment laws 	<ul style="list-style-type: none"> • Transparency and traceability • Responsible sourcing • Product integrity • Human rights • Health, safety and employee wellbeing • Labour-management • Business conduct • Climate strategy and resilience • Water and wastewater management 	<ul style="list-style-type: none"> ■ ■
<p>Industry associations</p> <p>Industry associations serve as valuable platforms for networking, driving collaborative innovation and advocating unified policies, thereby promoting growth and progress in the industry.</p>	<ul style="list-style-type: none"> • Meetings, emails and other correspondences • Conferences 	<ul style="list-style-type: none"> • Women in the workforce • Blockchain and tech-enabled traceability challenges • Inclusive leadership • Biodiversity roadmaps • Focus on worker wellbeing, safety and fair treatment • Due diligence on human rights in supply chains • Living wage • Regulatory compliance 	<ul style="list-style-type: none"> • Responsible sourcing • Transparency and traceability • Product integrity • Human rights • Workers in the value chain • Labour management • Climate strategy & resilience • Biodiversity • Impact on communities • Business conduct • Innovation, research & development, adoption of new technologies 	<ul style="list-style-type: none"> ■ ■
<p>Communities</p> <p>Thriving communities are the cornerstone of our economy. We are devoted to building trust and maintaining a strong social license to operate. We achieve this through continuous engagement and offering our unwavering support.</p>	<ul style="list-style-type: none"> • Corporate Social Responsibility (CSR) activities • Awareness programmes • Social impact assessment studies 	<ul style="list-style-type: none"> • Proactive engagement to solve social and environmental issues • Contribution to community welfare • Community relations • Craftsmanship and skill development 	<ul style="list-style-type: none"> • Customer centricity • Human rights 	<ul style="list-style-type: none"> ■ ■ ■



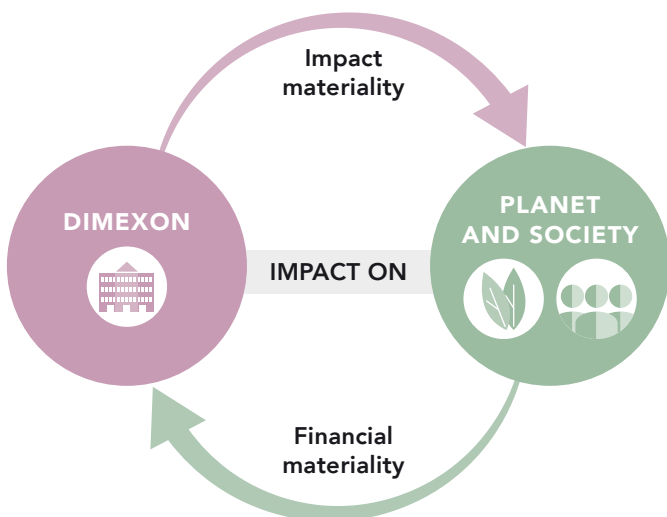
Double Materiality Assessment

For Dimexon, sustainability is not a peripheral consideration but a core strategic imperative. As part of strengthening our responsible business practices and aligning with emerging global standards, we undertook our first Double Materiality Assessment (DMA) to identify the ESG topics that are most relevant to our operations, value chain and stakeholders.

The DMA is grounded in the principles outlined by the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD). Double materiality is a concept that allows organisations to look at

material topics through two distinct but interconnected lenses. On one hand, impact materiality considers how our operations, products and value chain affect the environment and society. On the other, financial materiality evaluates how sustainability-related risks and opportunities could influence the financial health and resilience of our business.

Conducting DMA enabled us to sharpen our sustainability focus and meet growing expectations for transparency and responsible conduct. This assessment is a dynamic framework that continuously informs our strategic direction and operational choices. It enables us to anticipate and respond to evolving ESG risks, while identifying opportunities that align with our values and long-term ambitions.



Our Double Materiality Assessment Process

The DMA process reflects a commitment to structured, impact-informed decision-making, stakeholder inclusivity, and alignment with leading global standards. This approach allows us to understand not only how sustainability issues impact our business, but also how our operations effect society and the environment. To carry out the assessment, we followed a multi-step, evidence-based methodology that combined internal analysis with external stakeholder engagement.

Step 1: Identifying material topics

We began the assessment by establishing a comprehensive universe of sustainability topics. This involved reviewing



Dimexon's existing focus areas alongside the topic lists prescribed under ESRS, key standards and ratings, including SASB, MSCI, Sustainalytics and DJSI.

We benchmarked material issues disclosed by key peers, customers and suppliers to ensure we include the complete value chain in alignment with market expectations. Additionally, we conducted secondary research to capture emerging industry trends and ESG priorities shaping the sector.

This exercise resulted in a refined list of material topics that are most relevant to our organization, both in terms of their contribution to internal long-term value creation and external environmental and societal impacts.

Step 2: Mapping impacts, risks, and opportunities

We then systematically assessed how each sustainability topic aligns with Dimexon's operations and value chain, identifying areas where our operations or value chain are responsible for significant positive and negative impacts on people and the environment. At the same time, we considered how these topics could give rise to financial risks or opportunities, depending on our exposure and preparedness. Sector trends, regulatory developments and internal risk frameworks informed this mapping.

Step 3: Stakeholder identification and engagement

Once this was complete, we identified and mapped key stakeholder groups whose perspectives are critical to understanding Dimexon's impacts, risks and opportunities. These included both internal (senior management, functional heads, employees, workers) and external stakeholders (suppliers, customers, industry bodies).

Each engagement was tailored to ensure relevance and

depth. We used a mix of surveys, interviews, and one-on-one consultations, selecting the format best suited to each stakeholder group. Rather than a broad-brush approach, each stakeholder was consulted only on topics aligned with their specific role, expertise, or connection to Dimexon, ensuring that the input we gathered was meaningful and actionable.

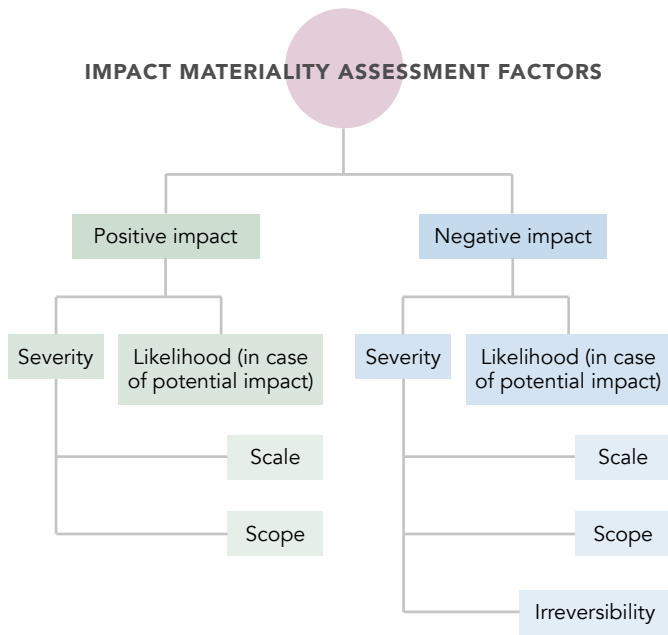
Each group brought unique insights into our value chain and sustainability priorities. Their inputs helped shape a more grounded and relevant assessment process, ensuring the topics we prioritised reflect both regulatory expectations and industry requirements, along with on-the-ground realities and sector-specific needs.

Step 4: Assessing materiality and setting the threshold

At this stage, we determined which topics qualify as material by applying a defined threshold. This involved evaluating the significance of each topic based on its relevance to Dimexon's



IMPACT MATERIALITY ASSESSMENT FACTORS

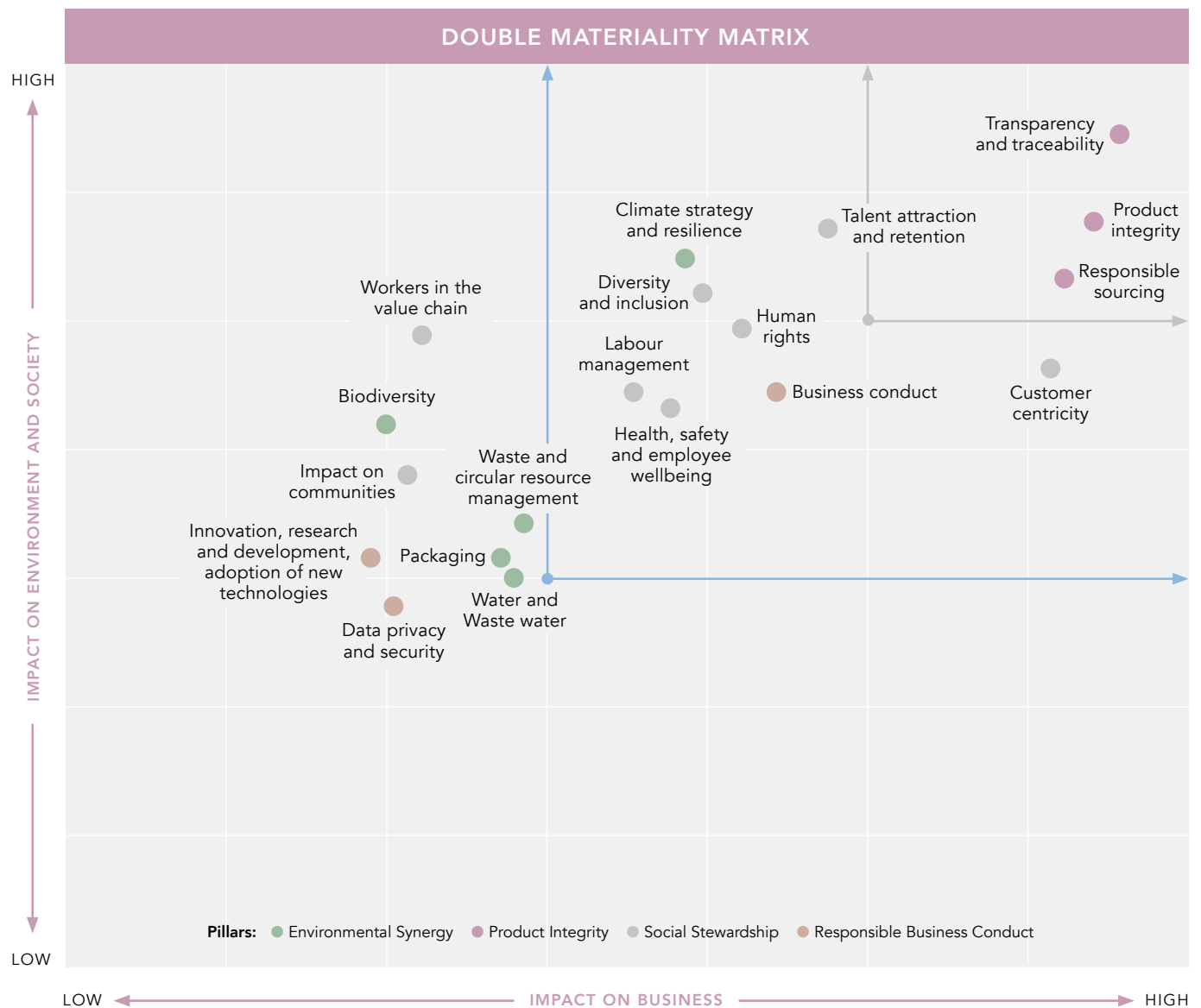


business context, and its broader environmental and social footprint. We established thresholds to prioritise topics that reflect substantial impacts or present notable risks or opportunities. This helped us focus our strategy and disclosures on the issues that matter most.

Step 5: Developing the Double Materiality Matrix

Using the outcomes from our impact and financial assessments, we mapped each topic onto a Double Materiality Matrix. This visual representation highlights where environmental and social impacts intersect with risks and opportunities for Dimexon’s business.

Topics positioned in the upper right quadrant with significant impact and financial relevance were prioritised. This matrix serves as a strategic tool, guiding our sustainability focus, and ensuring our efforts are aligned with both stakeholder expectations and long-term business value.



IMPACTS, RISKS, AND OPPORTUNITIES						
Material Topics	Environment/ Social/Both	Value Chain Stage	Impact	Risk/ Opportunity/ Both	Section	Page No.
Climate Change	Environment	Upstream, Own operations, Downstream	Actual Negative	Both	Environmental synergy	23
Water	Environment	Upstream, Own operations	Actual Negative	Risk	Environmental synergy	34
Biodiversity	Both	Upstream	Actual Negative	Risk	Environmental synergy	35
Waste	Both	Upstream, Own operations, Downstream	Actual Negative	Both	Environmental synergy	32
Health, Safety and Employee Wellbeing	Social	Own operations	Actual Positive	Both	Social stewardship	48
Talent Attraction and Retention	Social	Own operations	Actual Positive	Opportunity	Social stewardship	51
Diversity and Inclusion	Social	Own operations	Actual Positive	Opportunity	Social stewardship	53
Labour Management	Social	Own operations	Actual Positive	Risk	Social stewardship	57
Workers in the value chain	Social	Upstream and Downstream	Potential Negative	Risk	Social stewardship	57
Human Rights	Social	Upstream, Own operations	Potential Negative	Risk	Social stewardship	57
Impact on Communities	Social	Upstream, Own operations, Downstream	Actual Positive	Opportunity	Social stewardship	59
Consumers and end users	Social	Own operations	Actual Positive	Both	Social stewardship	46
Business Conduct	Social	Own operations	Actual Positive	Risk	Responsible business conduct	60
Data Privacy and Security	Social	Own operations	Potential Negative	Risk	Responsible business conduct	65
Transparency and Traceability	Both	Own operations	Actual Positive	Opportunity	Product integrity	40
Responsible Sourcing	Both	Own operations	Actual Positive	Opportunity	Product integrity	44
Product Provenance	Both	Own operations	Actual Positive	Opportunity	Product integrity	43
Naturality	Both	Own operations	Actual Positive	Opportunity	Product integrity	43
Research, development, adoption of new technologies	Social	Own operations	Actual Positive	Opportunity	Product integrity	42

Hear from our partners

Stakeholder engagement is crucial throughout the Double Materiality Assessment process. We sought key partners to collaborate with, including the Responsible Jewellery Council, Watch & Jewellery Initiative 2030, and World Diamond Council. This is what they had to say about working with us on this exercise.



“Dimexon’s proactive engagement demonstrates their readiness for the next era of ESG expectations. By embedding responsible sourcing and product integrity into their operational DNA, Dimexon is helping shape the standards of tomorrow’s jewellery industry.”

Jasmeet Kaur
Senior ESG and Impacts Manager,
Responsible Jewellery Council



“It has been an inspiring experience to have participated in Dimexon’s double materiality exercise. From redefining its governance model and integrating climate resilience, nature and product integrity across the business functions, Dimexon continues the sustainability path forward.”

Iris van der Veken
Executive Director, Watch &
Jewellery Initiative 2030



“In an increasingly complex geopolitical and regulatory landscape, Dimexon’s proactive approach to responsible sourcing and traceability demonstrates commendable foresight, and the kind of leadership that meaningfully contributes to systemic improvement.”

Elodie Daguzan
Executive Director,
World Diamond Council



Our ESG strategy

At Dimexon, our corporate strategy is deeply rooted in Environmental, Social, Governance (ESG) values. We are committed to minimising our environmental impact and fostering meaningful change through responsible business practices, ethical excellence, and community engagement. By prioritising sustainable innovation and aligning with the United Nations Sustainable Development Goals (UN SDGs), we aim to build long-term value, strengthen our resilience, and remain a trusted partner in a rapidly evolving global landscape.

Management approach to ESG

Our ESG approach is rooted in sustainable luxury and decades of operational excellence. We maintain a competitive edge through strategic partnerships and adherence to global standards such as the Watch & Jewellery Initiative 2030 (WJI 2030), the World Diamond Council

(WDC), and the Responsible Jewellery Council (RJC).

Environmental stewardship is central to our strategy, supported by climate risk assessments and our first biodiversity assessment adhering to the requirement of the WJI 2030, and aligned with the Task Force on Nature-related Financial Disclosures (TNFD), culminating in a Nature Roadmap.

We champion social equity and female empowerment through our alignment with the UN Women Empowerment Principles (WEPs).

Our inaugural Double Materiality Assessment (DMA) integrates sustainability into our business strategy, addressing both impact and financial risks. We continuously engage stakeholders, monitor external trends, and embed ESG priorities into decision making. By benchmarking against industry leaders and aligning with the UN SDGs, we ensure our operations meet, and often exceed, global standards.

ESG strategy, goals and priorities

Our ESG strategic framework is built around four key pillars, each containing specific key performance indicators (KPIs),

and focus areas identified through benchmarking against industry peers.

Our ESG pillars

Pillar	Focus Area	KPIs
ENVIRONMENTAL SYNERGY Read more on p21	Energy emission	KPI 1 Greenhouse gas emissions KPI 2 Carbon neutrality KPI 3 Climate risk
	Resource-neutral operations	KPI 4 Single-use-plastic waste KPI 5 Zero Waste to Landfill
PRODUCT INTEGRITY Read more on p40	Product provenance and naturality	KPI 6 Traceability KPI 7 Responsible procurement KPI 8 Supplier due diligence
	Customer centricity	KPI 9 Customer satisfaction survey
SOCIAL STEWARDSHIP Read more on p47	Diversity and inclusion	KPI 10 Diversity and inclusion index
	Employee welfare	KPI 11 ESG training KPI 12 Employee satisfaction
	Community relations	KPI 13 Need and impact assessment
RESPONSIBLE BUSINESS CONDUCT Read more on p60	Ethics and compliance	KPI 14 Due diligence and compliance
	Responsible communication	KPI 15 ESG communication





P I L L A R 1

Environmental synergy

We recognise that producing high-value diamonds must go hand in hand with reducing our ecological footprint

Our commitment to integrity and product excellence is deeply intertwined with our sustainability efforts. We believe that true excellence in our products is achieved not just through superior craftsmanship but also through responsible and ethical practices.

Our approach to sustainability is both proactive and

data-driven, ensuring that we minimise environmental risks while creating long-term value.

Through energy-efficient technologies, increased renewable energy adoption, effective water management, and circular economy principles, we continuously seek to lower our environmental impact.

KEY PERFORMANCE INDICATORS

- KPI 1 GHG emissions
- KPI 2 Carbon neutrality
- KPI 3 Climate risk
- KPI 4 Single-use plastic (SUP) waste
- KPI 5 Zero Waste to Landfill (ZWL)

MATERIAL TOPICS

- Climate Strategy & Resilience
- Waste & Circular Resource Management
- Packaging
- Water and Wastewater
- Biodiversity

UN SDGs ALIGNED



Key highlights



Our first

biodiversity assessment was conducted during the year



35%

reduction in absolute Scope 1 and 2 emissions compared to base year CY2019



34%

of total group energy was consumed from renewable sources



75%

reduction in national grid dependence at Coimbatore due to solar power



11,432kl

of wastewater was recycled and reused



Zero Waste to Landfill

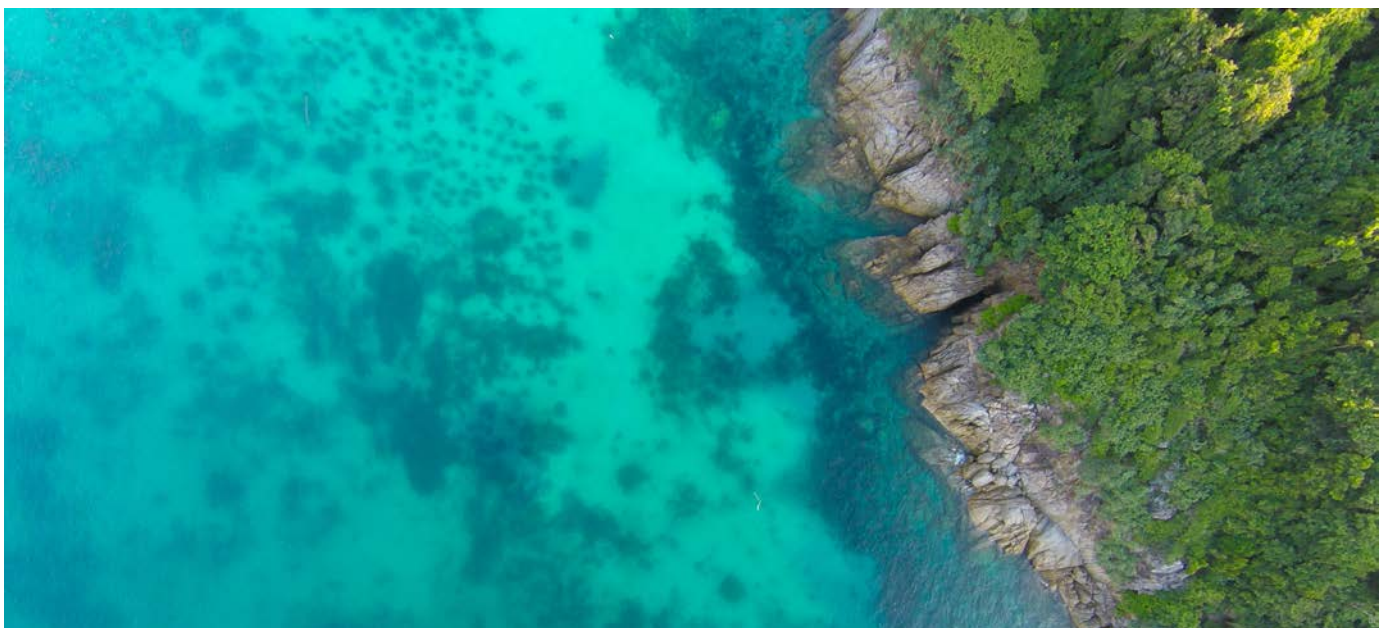
at our Coimbatore site* with a 100% Platinum Diversion Rate for hazardous waste, and a 98.07% Platinum Diversion Rate for non-hazardous waste



Zero Liquid Discharge

at our Coimbatore manufacturing unit

* Verified by TUV India



Climate change

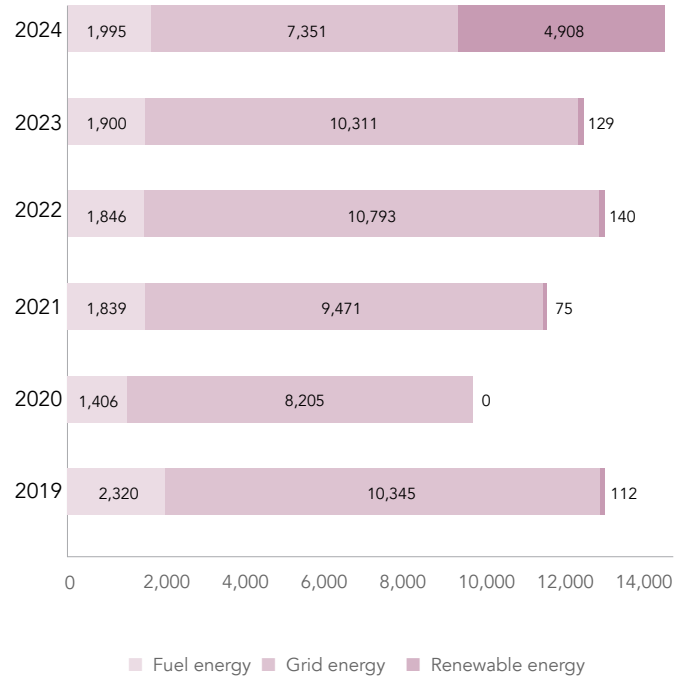
Climate change presents significant challenges to businesses and communities worldwide. We are committed to addressing these challenges by mitigating our environmental impact and strengthening our resilience to climate-related risks. Our climate strategy focuses on reducing Greenhouse Gas (GHG) emissions and optimising energy efficiency by integrating sustainable practices across our operations.

Energy efficiency

At Dimexon, we continuously monitor energy consumption across all sites to uncover opportunities for optimisation. Our efforts are focused on reducing energy intensity per unit of production, and maximising efficiency through targeted, innovative measures. We are implementing energy-saving technologies, shifting towards renewable energy sources and upgrading critical infrastructure to reduce reliance on conventional power. Through these initiatives, we aim to significantly reduce our energy footprint and build long-term sustainability into every layer of our operations.

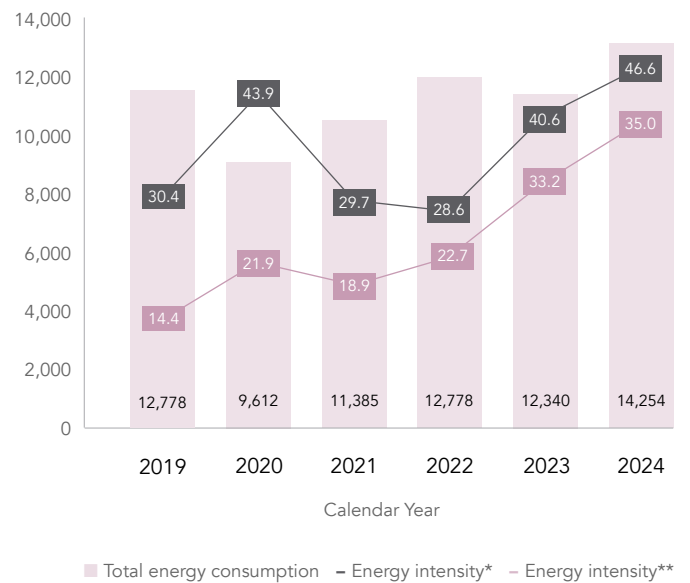


ENERGY CONSUMPTION (GJ)



Note: Our renewable energy penetration for CY2023 is at par with CY2022.

ENERGY INTENSITY (GJ/cts)



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

Case study

Coimbatore site transitions to solar power

In May 2024, our cutting and polishing factory adopted solar power, marking a pivotal moment in Dimexon's journey toward carbon neutrality.

Within two months of implementation, the site achieved a 75% reduction in dependence on the national grid, expected to save approximately 1,400 tCO₂e annually, equivalent to taking 333 cars off the road each year.

To facilitate this transformation, Dimexon has partnered with Shakthi Power, which operates solar parks across India. This arrangement allows us to tap into an off-site renewable energy grid without needing on-site solar panel installation. The national grid remains available as a backup to maintain seamless production in case of supply fluctuations due to weather or demand.

This transition is especially significant as the Coimbatore facility accounts for nearly 85% of Dimexon's total Scope 1 and 2 emissions. By targeting our highest-emitting site, the shift to solar represents a major step in decarbonising our operations. It builds on previous efforts at the site, including the replacement of diesel vehicles with electric alternatives in 2023.

The initiative also marks a vital step in our journey towards operating entirely on renewable energy by 2030. With our Dimexon Antwerp office already running on renewables, and efforts underway to replicate the model in Mumbai, we are steadily progressing toward this target across all locations.



“When evaluating our emissions, it became clear that Coimbatore was the most critical site to address. This solar transition is a major leap forward in shrinking our carbon footprint and reinforces our commitment to environmental responsibility. We are proud of the momentum we are building, and we are committed to extending these solutions across our global footprint”

Vinay Kothari, Chief Operating & Finance Officer



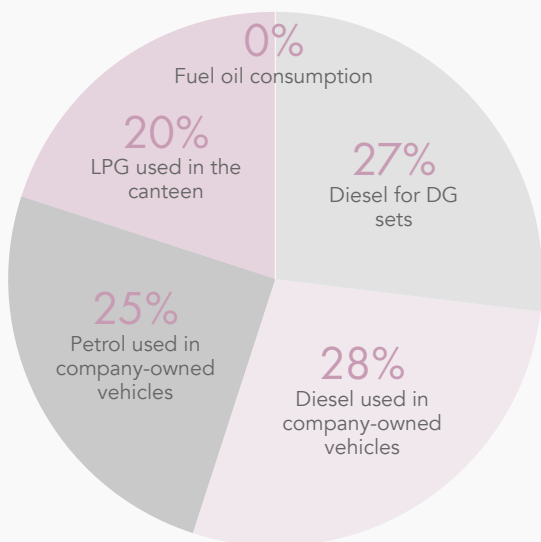
KPI 1 Greenhouse Gas emissions

As part of our commitment to climate action, we track and report our carbon footprint in accordance with the Greenhouse Gas (GHG) Protocol Corporate Standard, covering Scope 1, Scope 2 and Scope 3 emissions.

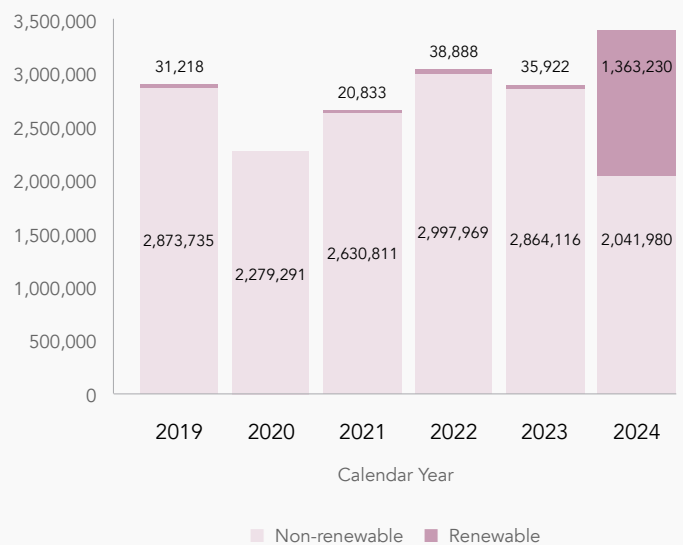
Our Scope 1 emissions arise from direct fuel consumption, including diesel in generator sets, company-owned vehicles, petrol, liquefied petroleum gas (LPG) in our canteen, and fuel oil in operations. Our Scope 2 emissions come from the indirect energy consumption of purchased grid electricity, and are measured using the location-based method.



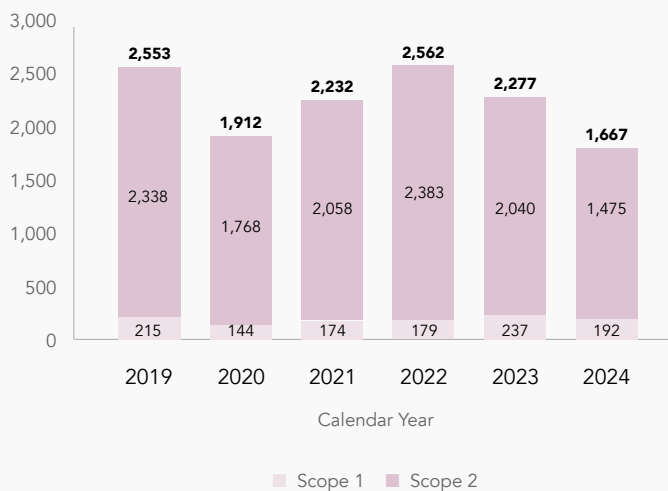
TOTAL DIRECT ENERGY CONSUMPTION (BY SOURCE)



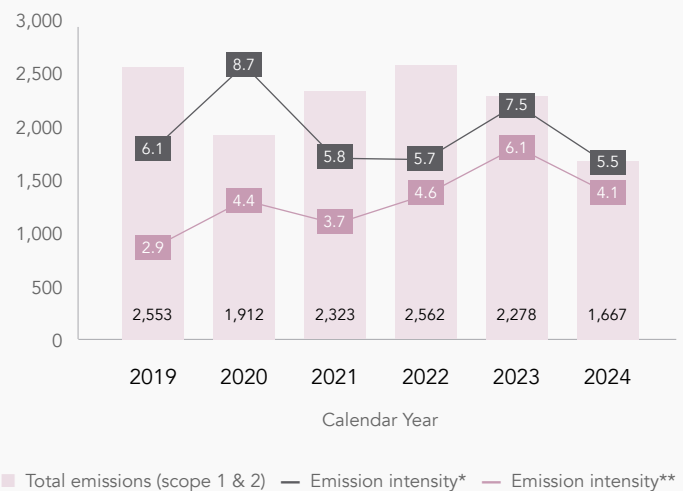
TOTAL PURCHASED ELECTRICITY (kWh)



SCOPE 1 & 2 GHG EMISSIONS (tCO₂e)



EMISSION INTENSITY (SCOPE 1 & SCOPE 2) (tCO₂e)



*Emission intensity (per polished carats sold (tCO₂e cts in '000s) **Emission intensity (per equivalent polished carats sold (tCO₂e cts in '000s)

Notes:

- Our business activities contributed 29 kg of emissions related to ozone-depleting substances (ODS) during the year.
- We measure and track our Scope 1 and Scope 2 emissions in accordance with the guidelines set by the GHG Protocol Corporate Standard, jointly convened by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

Scope 3 emissions

In CY2021, we conducted a comprehensive Scope 3 screening to identify relevant categories for our business. This report includes data on all nine relevant Scope 3 emissions for our business, a significant milestone that reinforces our commitment to disclosing our emissions transparently across our value chain. Emission calculations are derived using emission factors provided by DEFRA, Ecoinvent, and Exiobase, correlating emissions with financial expenditure.

Purchased Goods and Services accounted for 81,777 tCO₂e, representing 96.9% of Dimexon’s total Scope 3 emissions in CY2024. This significant contribution is primarily driven by the high cradle-to-gate emissions associated with rough diamonds sourced directly from mining operations. In addition to emissions from mined rough diamonds, this category also includes the emissions of polished diamonds purchased during the year, as well as emissions arising from the contract manufacturing of rough diamonds, where Dimexon’s materials are processed by third-party manufacturers in India.

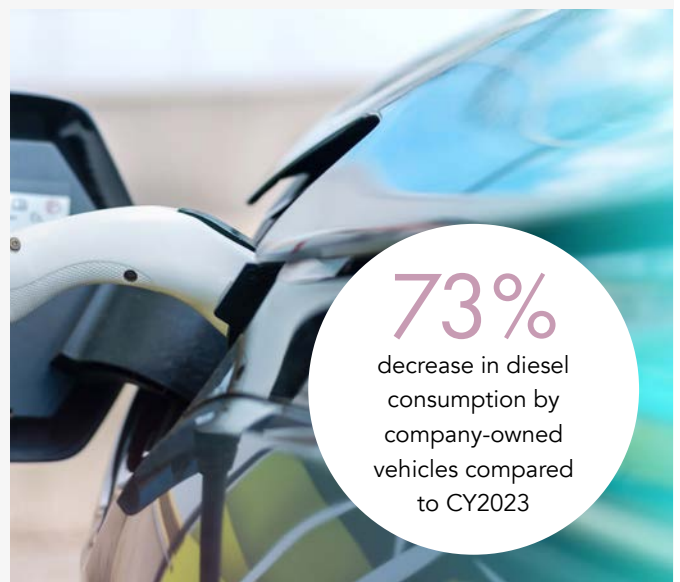
Upstream mined rough diamonds alone contribute approximately 90% of the emissions within this category, underscoring the critical importance of supplier decarbonisation in Dimexon’s net-zero roadmap. Recognising this, Dimexon will continue to place a strong focus on engaging with suppliers to support and accelerate our decarbonisation efforts. Several key suppliers have already set Scope 1 and Scope 2 emission reduction targets for 2030, which are expected to contribute significantly to lowering Dimexon’s Scope 3 emissions from this category over time.

CY2023 SCOPE 3 EMISSIONS	
Scope 3 category	Emissions (tCO ₂ e)
Category 1: Purchased goods and services	81,777
Category 2: Capital goods	33
Category 3: Fuel and energy-related activities	697
Category 4: Upstream transportation and distribution	19
Category 5: Waste generated in operations	1
Category 6: Business travel	426
Category 7: Employee commuting	1,447
Category 9: Downstream transportation and distribution	3
Category 13: Downstream leased assets	3
Total	84,406

Advancing sustainable transport with electric vehicles

At Dimexon, we are actively transitioning towards cleaner transportation solutions as part of our broader commitment to reducing our carbon footprint. Our Coimbatore facility has taken a significant step in this direction with the deployment of electric vehicles (EVs), reducing our reliance on fossil fuels and lowering our direct emissions. This initiative has already delivered measurable environmental benefits, significantly reducing diesel consumption in company-owned vehicles and our mobile combustion (which accounts for our Scope 1 emissions). As a result, there is a notable reduction in fuel use and associated CO₂ emissions.

Building on this momentum, we remain committed to expanding our EV fleet and integrating innovative mobility solutions across our operations, aiming to minimise our environmental impact and drive industry-wide change toward a low-carbon future.



Ensuring air quality through rigorous monitoring

Efficient air quality management is a key part of our commitment to environmental responsibility. At our Coimbatore facility, we conduct periodic ambient air quality assessments, and source emission tests to monitor and manage air pollutants. These tests cover PM10, PM2.5, Sulphur Dioxide (SO₂) and Nitrogen Dioxide (NO₂) in accordance with Tamil Nadu Pollution Control Board (TNPCB) regulations and IS 5182 standards. The National Ambient Air Quality Standards prescribe permissible limits of 100 µg/m³ for PM10, 60 µg/m³ for PM2.5 and 80 µg/m³ each for SO₂ and NO₂. Results from recent assessments confirm that the pollutant levels at our sites remain within these regulatory thresholds.

We also perform source emission tests on all diesel generator (DG) sets to ensure compliance with prescribed emission norms. Our latest assessments indicate that particulate matter (PM) concentrations remain within regulatory limits for both ambient air and generator emissions. However, we are prepared to act swiftly if the TNPCB revises its total particulate matter (TPM) thresholds or if air quality data suggests a rise in particulate levels. In such cases, we will retrofit our DG sets with advanced emission control technologies.

KPI 2 Carbon neutrality

We are steadfast in our commitment to achieving carbon neutrality by 2030, aligning our climate strategy with the highest industry standards and global climate goals. As part of this journey, we have formally committed to the Science-Based Targets initiative (SBTi), ensuring that our emission reduction targets are rooted in the latest climate science.

The way forward

To uphold transparency and accountability, we are strengthening our capabilities for the continuous monitoring of Scope 1, 2 and 3 emissions across short-, medium- and long-term horizons. This enables us to track progress more effectively, and refine our emission reduction strategies.

To reinforce the credibility of disclosures, we plan to independently assure the GHG data reported. We are also in the process of setting science-based targets in accordance with SBTi guidelines, mapping our emissions footprint and identifying key reduction levers across our operations and value chain. Once validated, these targets will serve as a roadmap to achieving measurable and meaningful emission reduction.

Moreover, we are advancing the shift to solar power at our Coimbatore manufacturing facility, reducing our dependence on conventional energy sources. We will prioritise targeted decarbonisation measures and implement a structured roadmap that includes optimising energy efficiency and increasing the use of renewable energy, accelerating progress toward our carbon neutrality goal.

TARGETS & PERFORMANCE	
Targets	Progress
CY2024 target Extending our reach in Scope 3 disclosure to other relevant Scope 3 categories	100% achieved
CY2025 target 25.2% reduction in emissions from the baseline of CY2019	100% achieved We achieved a 35% reduction in CY2024, surpassing our CY2025 target of a 25.2% reduction from the CY2019 baseline.
CY2025 target Accounting, disclosing and continuous monitoring of Scope 1, Scope 2 and Scope 3 emissions	Ongoing
CY2030 target Achieve carbon-neutral operations	In progress



KPI 3

Climate risk

We recognise the need to proactively address climate-related risks that could impact our operations, value chain, and stakeholders. Following our first climate risk assessment in CY2023, we continue to build on our understanding of potential risks and mitigation strategies.

In line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)*, we assess climate risks over short- (0-3 years), medium- (3-10 years) and long-term (10-30+ years) timeframes to ensure a comprehensive and forward-looking strategy.

Physical risks

We have identified key physical risks, including acute risks such as heatwaves and droughts, as well as chronic risks including high precipitation and water stress. We continue to monitor these risks, and explore adaptive strategies to

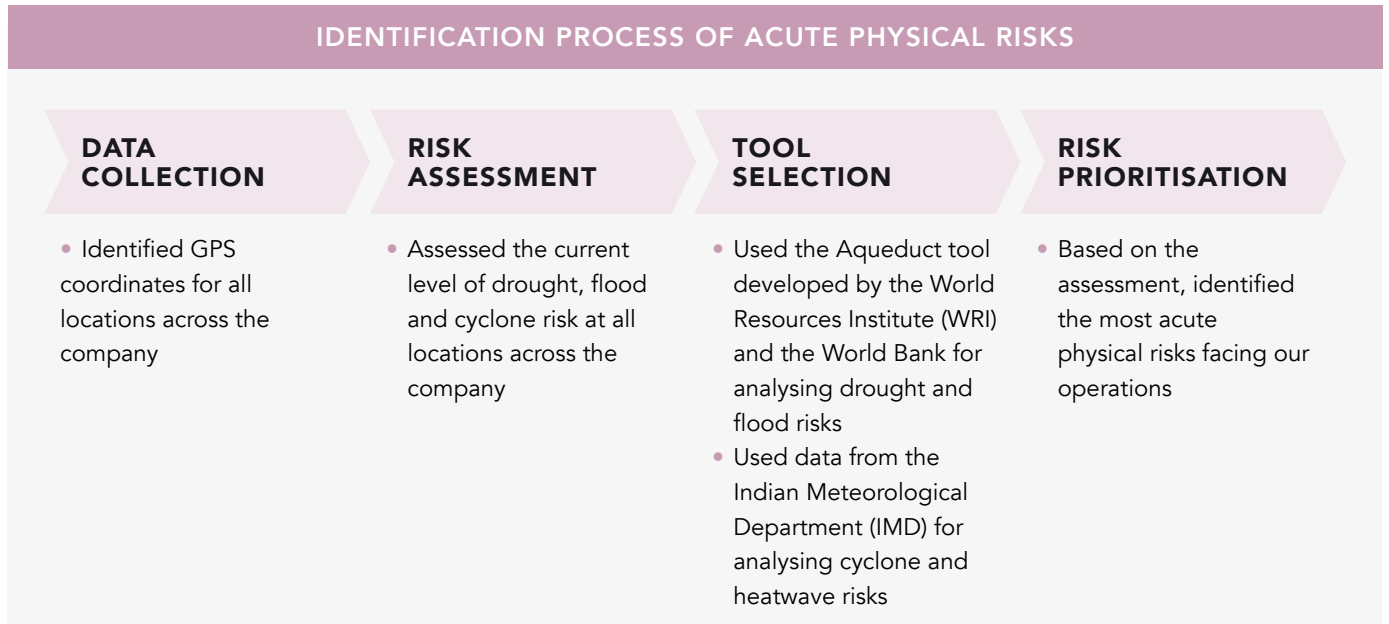
mitigate potential disruptions.

Acute risks

Acute physical risks, including heatwaves, droughts, cyclones, and riverine floods, have the potential to disrupt operations and impact supply chain stability. While our operations in Coimbatore face a low risk from cyclones and riverine floods, heatwaves and prolonged droughts present potential challenges, affecting employee wellbeing, energy consumption and operational resilience. Although the likelihood of a severe drought remains low, we have identified alternate water sources to ensure business continuity in the event of future scarcity. We continue to assess these risks to strengthen our preparedness and implement mitigation strategies that enhance business resilience and operational continuity.

*The TCFD's monitoring responsibilities have been transferred to the IFRS Foundation as of 2024, with its recommendations now fully incorporated into the IFRS S2 Climate-related Disclosures.

IDENTIFICATION PROCESS OF ACUTE PHYSICAL RISKS



DATA COLLECTION

- Identified GPS coordinates for all locations across the company

RISK ASSESSMENT

- Assessed the current level of drought, flood and cyclone risk at all locations across the company

TOOL SELECTION

- Used the Aqueduct tool developed by the World Resources Institute (WRI) and the World Bank for analysing drought and flood risks
- Used data from the Indian Meteorological Department (IMD) for analysing cyclone and heatwave risks

RISK PRIORITISATION

- Based on the assessment, identified the most acute physical risks facing our operations

ACUTE RISKS IDENTIFIED

Heatwave Medium risk	Drought High risk	Cyclone Low risk	Riverine flood Low risk
Rising temperatures, projected to exceed 40°C by 2050, may reduce employee productivity, increase absenteeism, and drive higher energy consumption for cooling.	Variable rainfall patterns in Coimbatore could lead to water shortages, impacting employee wellbeing, though our operations are not water intensive.	The likelihood of cyclones affecting our Coimbatore operations remains low, posing minimal risk.	As per Coimbatore District Disaster Management assessments, the risk of flooding from the Bhavani River is negligible.

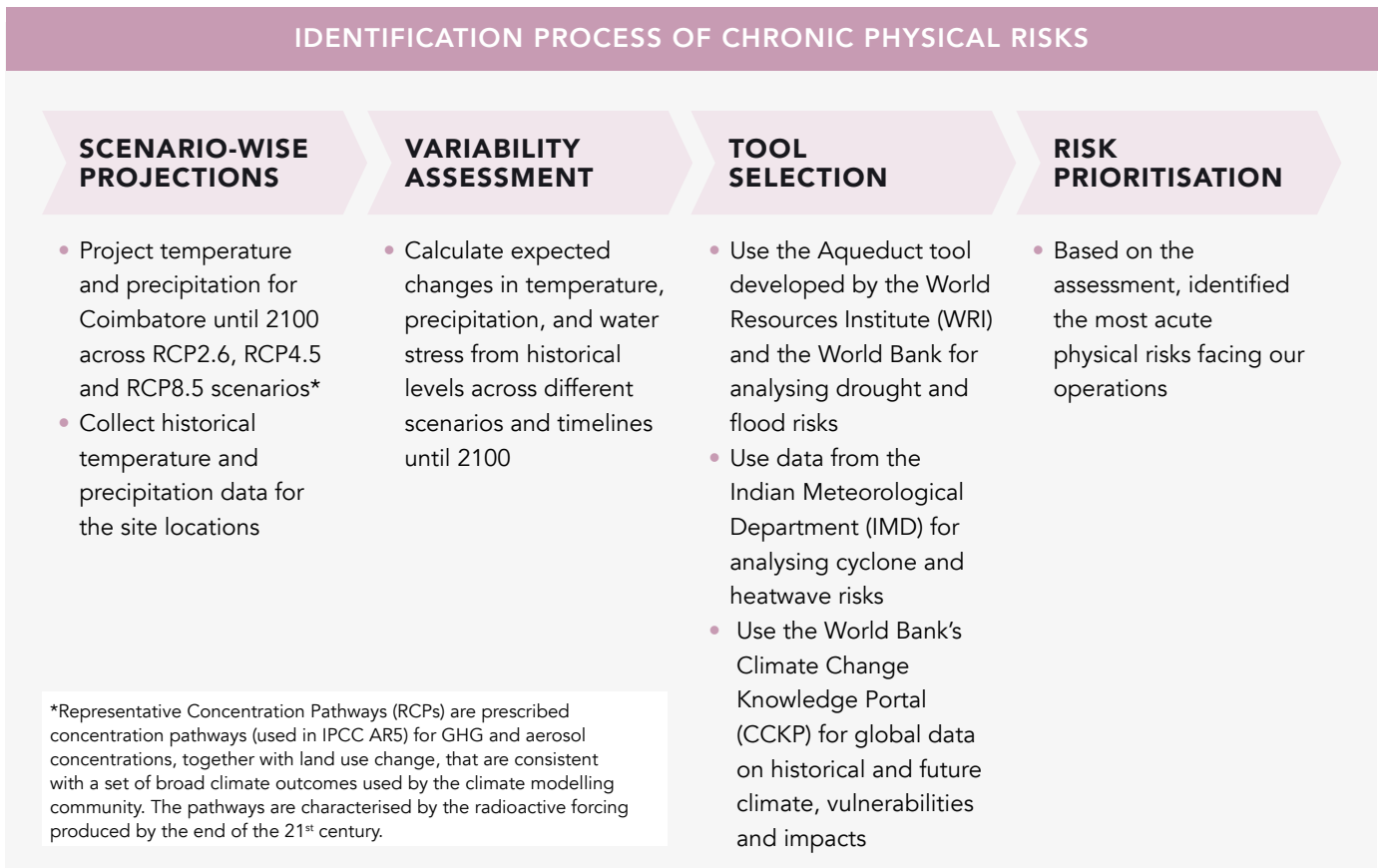


Chronic risks

Chronic physical risks arise from long-term climate changes, including rising temperatures, shifting precipitation patterns

and increasing water stress, which may impact operations and resource availability over time.

IDENTIFICATION PROCESS OF CHRONIC PHYSICAL RISKS



CHRONIC RISKS IDENTIFIED

Temperature rise Medium-term risk	Cumulative precipitation Long-term risk	Water stress Short-medium term risk
Rising temperatures and frequent heatwaves may increase energy costs, maintenance needs, and impact employee productivity.	Heavy rainfall, particularly from July to October, can cause water logging, disrupt commuting, and lead to higher absenteeism and energy costs.	Seasonal reservoir depletion in Coimbatore heightens water stress, posing operational risks, increasing costs, and potentially affecting the company’s reputation.

Transition risk

Transition risks stem from evolving regulations, technological advancements, market dynamics, and reputational factors as industries shift towards a low-carbon economy.

For a company such as Dimexon, which operates in an

environmentally sensitive sector, proactively identifying and mitigating these risks is essential to ensuring long-term resilience, regulatory compliance, and market competitiveness.

IDENTIFICATION PROCESS OF TRANSITION RISKS

PEER ANALYSIS

- Conduct an analysis of climate-related transitional risks and opportunities identified by peers

AS-IS ANALYSIS

- Review our existing climate-related risks

ANALYSIS OF MACRO TRENDS

- Conduct market and sectoral analysis to understand consumer behaviour and demand changes
- Analyse national and international compliance and regulatory requirements
- Analyse macro ESG trends impacting the company

RISK IDENTIFICATION AND PRIORITISATION

- Identify and prioritise transition risks in alignment with TCFD





IDENTIFIED TRANSITION RISKS AND RELATED MITIGATION MEASURES

Risk	Description	Mitigation
Policy and legal	Increasing regulatory scrutiny on corporate environmental practices worldwide poses financial risks, including potential penalties, legal fees, and compliance costs. Adhering to evolving regulations is essential to maintaining financial stability and reputation.	<ul style="list-style-type: none"> Comply with regulatory requirements by transparently disclosing sustainability-related information Work towards setting and achieving science-based targets to align with national and international climate regulations
Technology	Limited power infrastructure and grid constraints challenge corporate investment in renewable energy, affecting emissions reduction commitments, and the financial feasibility of low-carbon initiatives.	<ul style="list-style-type: none"> Assess the feasibility of procuring renewable energy or establishing in-house renewable capacity at manufacturing sites as part of our carbon-neutral roadmap
Market	The rising demand for lab-grown diamonds, which have a perceived lower environmental impact, is reshaping consumer preferences in India. Companies that fail to adapt to this shift risk losing market share and revenue.	<ul style="list-style-type: none"> Ensure all rough natural diamonds are ethically sourced, and transparently disclose sourcing practices Implement initiatives to reduce emissions and strive to offer net-zero or low-carbon diamonds
Reputation	Stakeholders expect transparency in emission reduction and responsible sourcing. We are committed to aligning with the 1.5°C pathway by 2030 and achieving net zero by 2050. The inability to meet these commitments could lead to reputational risks and stakeholder concerns.	<ul style="list-style-type: none"> Continuously monitor and actively reduce GHG emissions Progress towards setting net-zero targets and committing to science-based targets Implement decarbonisation initiatives and transparently report year-on-year progress on emission reduction and target achievements

The way forward

We will continue strengthening our climate risk management by refining mitigation strategies and implementing a structured adaptation plan. Our focus will be on expanding the adoption of renewable energy, enhancing energy efficiency and advancing water conservation measures.

Additionally, we will reinforce infrastructure resilience to minimise disruptions from extreme weather events. By aligning our first nature roadmap with the TNFD framework, we aim to integrate climate risk considerations into our decision-making processes and build long-term resilience across our operations and supply chain.

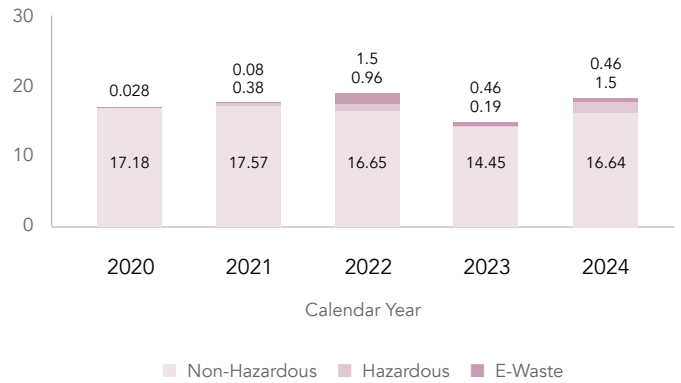
Waste management

We are committed to advancing a zero-waste future by embedding sustainable waste management practices across our operations. Our approach prioritises the principles of a circular economy, focusing on extending the lifecycle of materials, minimising landfill contributions and identifying innovative opportunities for repurposing waste.

We maintain a strong internal waste management system centred on segregation at source. Waste streams generated through our operations, such as used oil, metals, plastics, and paper, are systematically sorted to prevent contamination of land and water resources. These materials are channelled into recycle-reuse pathways wherever possible.

We have already phased out single-use plastic, and to further reduce our environmental footprint, we are working with specialist waste partners to ensure responsible processing of residual waste. Through strategic collaborations and on-site interventions, we continue to enhance waste diversion rates and move steadily towards our goal of Zero Waste to Landfill across our entire operation.

TOTAL WASTE GENERATED (MT)



Note: In 2022, Dimexon disposed of 0.96 metric tonnes (MT) of hazardous waste, which included chemical containers and oil-soaked cotton waste, along with 1.5 MT of e-waste. In 2023, the quantity of hazardous waste generated and disposed of decreased significantly. This reduction is primarily attributed to the minimal generation of chemical containers during the reporting year, resulting in no disposal of this category of waste in 2023.

Case study Driving urban circularity in partnership with ViaGreen

As part of our commitment to responsible waste management, and in alignment with the Government of India’s Swachh Bharat Mission – Urban 2.0, we partnered with ViaGreen, an innovative recycling company, to ensure responsible disposal and recycling of waste at our Mumbai office.

Through this collaboration, 331 kg of dry waste was collected and sent to authorised recyclers. ViaGreen’s certification recognises our efforts toward Zero Waste to Landfill and plastic neutrality, reinforcing our continued efforts to embed circular economy practices across our operations.

0.71
MtCO₂
of carbon was offset

1.39
sq. yards
of waste was diverted
from landfill



KPI 4 Single-use plastic waste

We recognise the environmental threat posed by single-use plastics (SUPs), especially those banned under India’s Ministry of Environment, Forest and Climate Change (MoEFCC) guidelines. As part of our commitment to reducing plastic pollution, we have eliminated SUPs across all operations*.

Following a detailed waste assessment, we developed Standard Operating Procedures (SOPs) based on the Reduce, Reuse, Recycle (RRR) framework. These include practical steps such as replacing plastic bottles with glass, and plastic packaging with cloth alternatives.

We also conduct employee awareness sessions through our Information, Education and Communication (IEC) programme to support behaviour change and ensure compliance.

KPI 5 Zero Waste to Landfill

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

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

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

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

Our manufacturing facilities maintain full compliance with Pollution Control Board (PCB) regulations and hold all required authorisations for air, water, and waste management. Through trusted vendor partnerships and continuous improvement, we aim to achieve and maintain Zero Waste to Landfill.

The way forward

We will focus on reducing waste generation, improving waste tracking, and building the capacity of our internal teams. Collaborations with certified recyclers will be further strengthened to ensure traceability and responsible processing, especially for challenging waste, such as plastics and e-waste. We remain committed to transitioning from waste diversion to waste prevention, integrating sustainability across every stage of our operations.

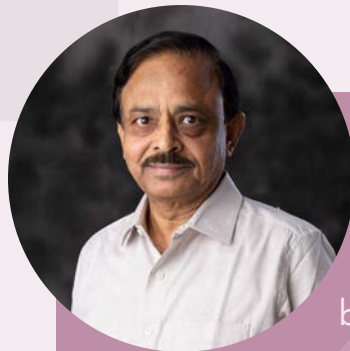
Case study

Dimexon’s certified progress towards a circular future

In January 2024, our Coimbatore manufacturing site earned its second Zero Waste to Landfill (ZWL) certification, building on the foundations established during our initial 2023 verification. Certified by TUV India, this milestone affirms our continued efforts to manage waste streams responsibly and eliminate landfill disposal as part of our broader ESG commitments.

The certification covers both hazardous and non-hazardous waste generated between April 2023 and March 2024. Dimexon achieved a Platinum rating for managing both hazardous and non-hazardous waste, with a 100% diversion rate for hazardous waste and 98.07% diversion rate for non-hazardous waste.

Achieving this certification required more than two years of preparation, including overhauling our waste segregation practices, training the workforce, partnering with certified recyclers, ensuring full traceability of recycling processes, and onboarding vendors aligned with our zero-waste-to-landfill goals.



“Earning our second ZWL certification reflects the consistency and rigour we have built into our waste management practices.

From strengthening segregation systems to maintaining full traceability with our recycling partners, every team member has contributed to this achievement. It is not just a certification; it is a validation of our long-term commitment to sustainability at the ground level.”

Baskaran Natarajan
Director

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

Water stewardship

At Dimexon, we strive to protect water resources for both environmental and community wellbeing. At our Coimbatore facility, we are committed to reducing freshwater consumption and preserving local water ecosystems through resource-efficient systems and responsible practices.

Our approach focuses on optimising usage, recycling wastewater, and replenishing groundwater; all while ensuring compliance with regulatory standards. In addition to our efforts in Coimbatore, we have begun tracking water consumption across other operational sites, including monitoring the volume of drinking water procured. These measures form part of our broader strategy to better understand usage patterns and develop targeted initiatives for effective water resource management.

Rainwater harvesting

To strengthen our commitment to water positivity, we have implemented a rainwater harvesting system at our Coimbatore facility with a daily capacity of 24 kL. The system helps replenish local groundwater reserves while providing a supplementary source of water for non-potable use. In addition to reducing reliance on municipal supply, the harvested water undergoes rigorous quality testing to ensure it meets required safety standards.

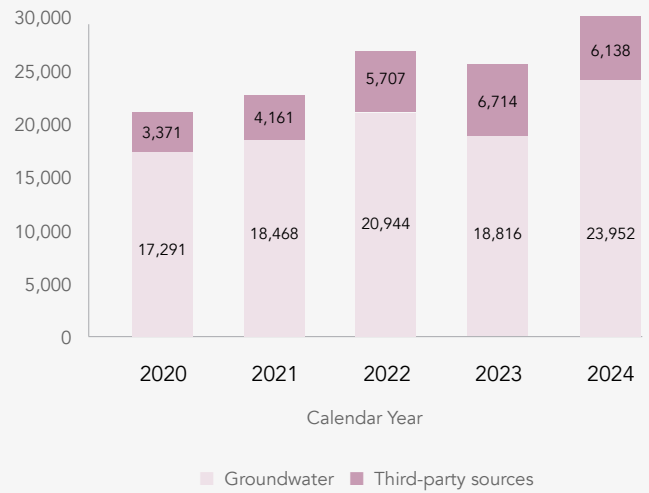
Zero Liquid Discharge

Our Coimbatore site operates as a Zero Liquid Discharge (ZLD) facility. With a capacity to treat 50kL of effluent water daily, our integrated ZLD system ensures that every drop of wastewater is captured, treated and reused. The multi-stage process, driven by an in-house Effluent Treatment Plant (ETP) and supported by a mechanical evaporator, eliminates liquid waste discharge into the environment. Treated water is repurposed for horticulture and domestic use, significantly reducing our demand for fresh water. By maintaining full compliance with the standards of the Pollution Control Board, we are able to effectively conserve a critical resource and set a benchmark for responsible water use in the industry.

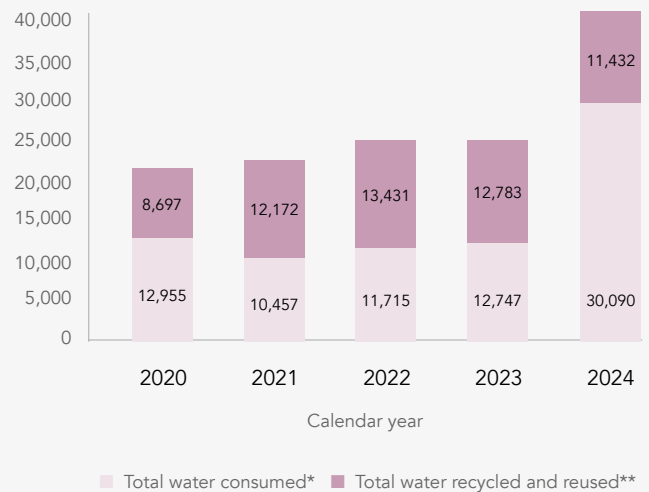
Way forward

In the coming years, we aim to build a more resilient and water-efficient operation by enhancing our water conservation technologies and expanding our rainwater harvesting systems. We are also evaluating nature-based solutions and local partnerships that support watershed restoration and groundwater recharge. By strengthening our water stewardship, we will continue to reduce our water footprint, protect local ecosystems and ensure long-term water security for both our business and the communities around us.

SOURCE-WISE WATER WITHDRAWAL (kL)



TOTAL WATER CONSUMPTION AND DISCHARGE (kL)



Notes:

Information on water withdrawals has been incorporated from water bills and meter records. Calculations are based on water audits or inventory.

*Water consumption (excluding rainwater harvesting and recycled/reused water) **Total wastewater discharged, which was reused through treatment via STP/ETP

Until early 2024, Dimexon did not have a water flow meter installed at the borewell point. Consequently, water consumption for prior periods was estimated based on average manpower strength. In February 2024, a water flow meter was installed, enabling accurate measurement of water withdrawal. Therefore, the water consumption reported for 2024 reflects actual usage, accounting for the variation when compared to previous years.



Biodiversity

Dimexon continues to lead with foresight by embedding biodiversity and ecological integrity into its key sustainability focus areas.

We are taking decisive steps to assess and address our biodiversity impact across the value chain, reinforcing our commitment to the Watch & Jewellery Initiative 2030's (WJI 2030) goal of resource preservation. This year, we conducted our first biodiversity materiality assessment to map the critical intersections between our activities and nature.

Our approach

At Dimexon, our approach to assessing biodiversity is guided by our Nature Strategy and Roadmap, marking our first comprehensive evaluation of how our operations impact nature and how changes in nature, in turn, create risks and opportunities for our business.

The nature roadmap has been developed with reference to internationally recognised frameworks, including Science-Based Targets Network (SBTN), which sets science-based targets to address biodiversity and ecosystem impacts, the Task Force on Nature-related Financial Disclosures, and the WJI 2030's ACT-D (Awareness, Assess, Commit, Transform and Disclose) framework.

The roadmap details our plan to integrate nature-related considerations in our business practices, with a focus on managing dependencies on natural resources, mitigating environmental impacts and addressing risks and opportunities across our value chain. Following TNFD's LEAP approach (Locate, Evaluate, Assess, Prepare), we have employed tools including ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) for sector-specific analysis, IBAT (Integrated Biodiversity Assessment Tool) to identify sensitive locations and the WWF Biodiversity Risk Filter for location-based risk and opportunity assessment. This is further supported by site-specific impact analyses at our diamond manufacturing facilities in Coimbatore.

Scope and boundary

The Nature Roadmap's reporting scope encompasses both upstream operations, such as mining, and direct operations, including diamond manufacturing, sales and distribution. Downstream operations have been excluded to allow us to focus on those segments of the value chain that present the most significant environmental risks and dependencies.

Nature-related risks

Dimexon recognises that nature degradation and loss of ecosystem services pose significant risks to business continuity and long-term value creation. Our assessment covers both physical and transition risks, with a focus on identifying vulnerabilities and enabling proactive mitigation.

Physical risks arise due to shifts in biotic (living) and abiotic (non-living) environmental factors that are crucial for maintaining healthy ecosystems. In contrast, transition risks stem from changes in policies, market dynamics, and stakeholder expectations as industries adapt to evolving sustainability and regulatory landscapes.

NATURE-RELATED RISKS	
Physical risks identified	Transition risks identified
<ul style="list-style-type: none"> • Water unavailability • Changes in land, freshwater, and sea use due to direct operations • Loss of forest canopy • Alterations in delineated areas • Drought conditions • Temperature fluctuations • Increased pollution from upstream and direct activities 	<ul style="list-style-type: none"> • Policy and legal risks, such as enhanced biodiversity reporting obligations and taxation mandates • Market risks, including rising raw material costs and shifting customer behaviour • Reputation risks, stemming from heightened stakeholder concerns and potential negative feedback • Technology risks, related to the substitution of existing products and services with lower-emission alternatives

Nature-related opportunities

Nature-related opportunities create value by benefiting both the organisation and the environment. They focus on either enhancing the positive effects or mitigating negative impacts on nature. Opportunities can arise in the following ways:

- When organisations implement strategies to avoid, reduce, mitigate or manage nature-related risks – these risks are often linked to the degradation of nature and the corresponding loss of ecosystem services, which are essential for both the organisation and society
- Through the strategic transformation of business models, products, services, markets, and investments – these transformations actively aim to halt or reverse the loss of nature and include practices such as restoration, conservation and nature-based solutions

We have identified three strategic nature-related opportunity areas that align environmental stewardship with business value:

- **Direct restoration:** Investing in the conservation, restoration and protection of ecosystems and natural habitats

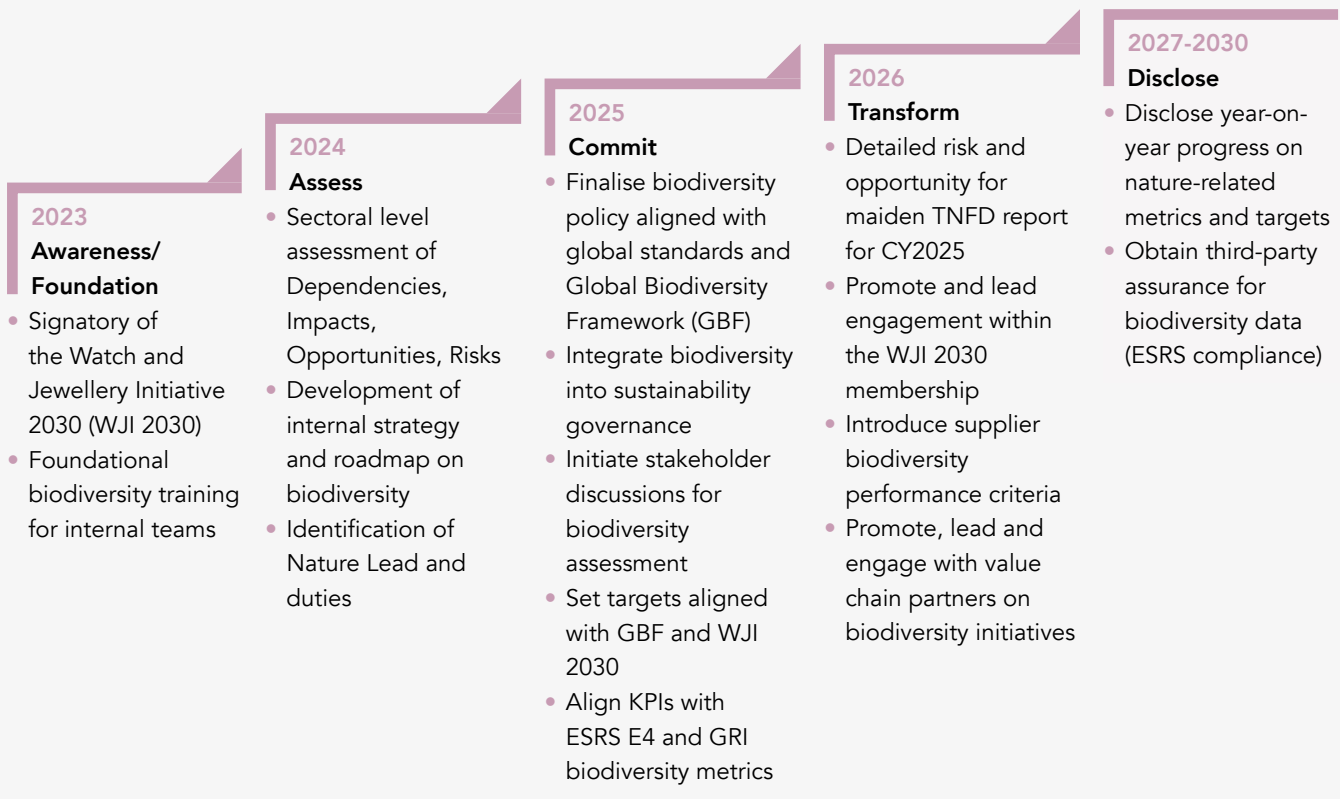
- **Resource efficiency:** Transitioning to renewable energy and embracing circular production systems to reduce environmental impact and optimise resource use
- **Reputational capital:** Collaborating with stakeholders at all levels to foster environmental action, strengthen trust and enhance brand value

These opportunities span across critical ecosystems – land, freshwater, ocean and atmosphere – and we are leveraging them in our operations and value chain.

Nature roadmap

Dimexon’s nature roadmap sets out a structured approach for action and intervention up to 2030, progressing through five key phases as per the ACT-D (Awareness, Assess, Commit, Transform and Disclose). This strategic framework is designed to ensure that our growth is in harmony with natural ecosystems, reinforcing our dedication to resource conservation, and sustainable practices. Through these phases, we aim to integrate biodiversity considerations into our operations, fostering resilience, and ecological responsibility across our value chain.

Timeline Our nature roadmap





Case study

Coimbatore green belt: A commitment to sustainable landscaping

Our Coimbatore manufacturing facility demonstrates a proactive approach to environmental stewardship through its comprehensive green belt initiative. The facility integrates sustainable landscaping and biodiversity conservation, enhancing both ecological balance and operational sustainability.

Expansive open green space

The facility where the manufacturing unit is located boasts an open area of 13,907m², with 80% of this space covered in greenery, comprising approximately 200 trees and shrubs. This green cover not only enriches the aesthetics of the facility but also contributes to air purification, temperature regulation, and habitat creation for local flora and fauna. It plays a crucial role in minimising soil erosion, improving microclimate conditions, and supporting carbon sequestration

efforts. The plantation strategy within this space further demonstrates Dimexon's dedication to creating a harmonious balance between industrial operations and environmental preservation.

Expert-led landscape design

To optimise the ecological benefits of the green belt, environmental scientists from Tamil Nadu Agricultural University (TNAU) were engaged to design the facility's landscaping plan. Their expertise ensured that the site incorporated native species, fostering biodiversity while enhancing resilience against environmental changes.

Through the Coimbatore green belt initiative, Dimexon continues to ensure long-term ecological harmony while enhancing the overall sustainability of its business practices.



Case study

Dimexon's leadership in transparency and traceability is featured in the WJI 2030 Nature Roadmap

Dimexon has long recognised that transparency and full traceability are fundamental to maintaining stakeholder trust in an evolving sustainability landscape.

As customers and business partners increasingly seek assurance that they are engaging with ethically responsible companies, we have established ourselves as industry leaders by implementing robust tracking and verification systems throughout our supply chain.

Our dedication to transparency was prominently featured in the WJI 2030 Nature Roadmap, which highlights how

Dimexon's traceability framework enhances supply chain integrity and sets new standards for responsible sourcing. The roadmap acknowledges our proactive approach to ESG reporting, which began with direct engagement with stakeholders to understand their expectations.

This dialogue shaped the company's material issues framework and informed its ESG decision-making, ensuring alignment with the UN Sustainable Development Goals, the Responsible Jewellery Council, and the World Diamond Council.

The way forward

We will continue to strengthen our commitment to nature by building on the insights from our initial biodiversity assessment. Our focus will be on integrating nature-related considerations more deeply into decision-making, enhancing cross-functional awareness, and exploring collaborative solutions that support both ecological integrity and business resilience.

CY2025
target

To publish our maiden Taskforce on Nature-related Financial Disclosures (TNFD) report

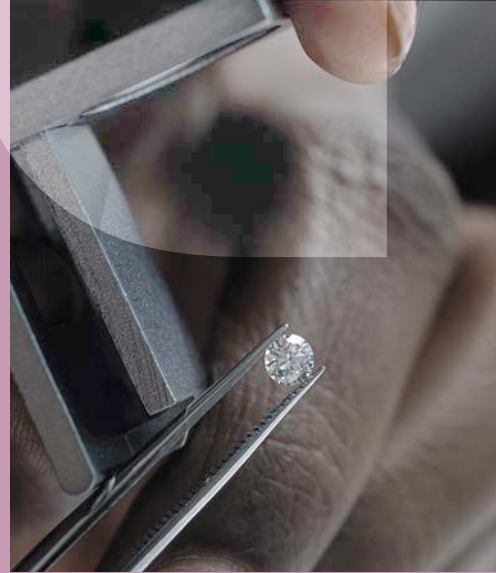
PILLAR 2

Product integrity

By monitoring our diamonds from their origin to their delivery, we ensure every diamond we offer is ethically sourced, free of human rights violations and accountable for its impact on people, communities and the environment

At Dimexon, we prioritise product integrity and have meticulously integrated traceability across our operations. Our stringent supply chain assessments and collaborations with responsible suppliers guarantee that our diamonds are mined responsibly and free of exploitative labour practices.

Our commitment to transparency in the journey of our diamonds strengthens our competitive edge, builds stakeholder trust, and promotes sustainability, reinforcing our position as a responsible leader in the diamond industry.



KEY PERFORMANCE INDICATORS

- KPI 6 Traceability
- KPI 7 Responsible procurement
- KPI 8 Supplier due diligence
- KPI 9 Customer satisfaction survey

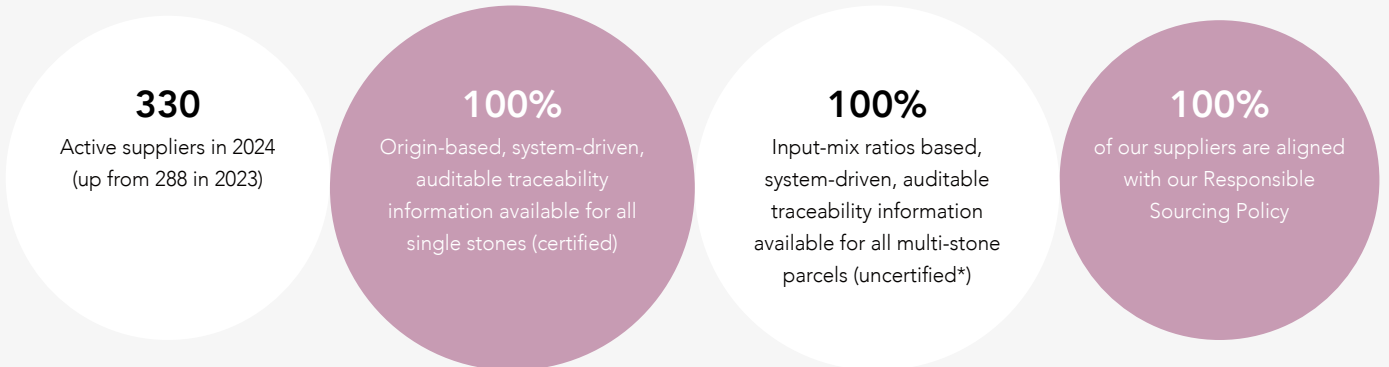
MATERIAL TOPICS

- Transparency and traceability
- Responsible sourcing
- Product integrity

UN SDGs ALIGNED



Key highlights



*Refers to diamonds less than 0.18cts without individual laboratory grading certificate

KPI 6

Traceability

Traceability plays a crucial role in the diamond industry, ensuring integrity and transparency throughout the sector. Given the industry's global reach and complex supply chains, understanding a diamond's origin is vital in maintaining ethical standards and consumer confidence.

We initiated our traceability journey in 2017, and since then have refined our systems and processes to uphold the highest levels of transparency and accountability. Our comprehensive traceability framework meticulously monitors a diamond's journey (both single-stone and multi-stone parcels) from the mine, where we procure rough diamonds, through every stage of manufacturing, including precision cutting and polishing, ensuring an unbroken chain of custody. We have also implemented a single-source origin supply capability for multi-stone parcels. Additionally, we

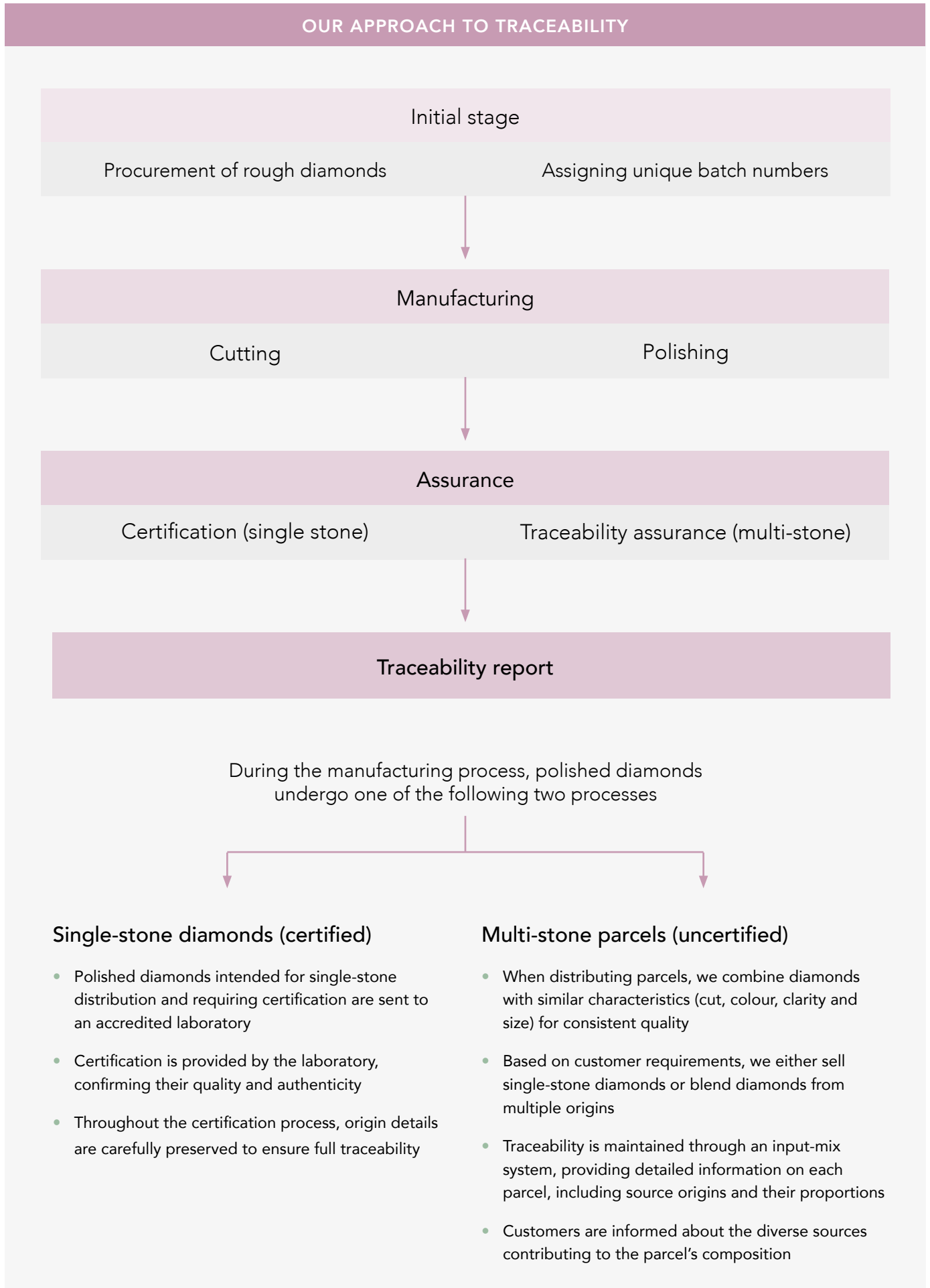
continuously adapt to technological advancements to strengthen our diamond traceability solutions throughout the supply chain as necessary.

We have held the esteemed status of a De Beers Sightholder since 1976, providing us with direct access to a substantial portion of the world's rough diamond supply. We are also proud to be a Rio Tinto Select Diamantaire and a dedicated member of the Responsible Jewellery Council (RJC) since 2006, reflecting our ongoing commitment to ethical sourcing and responsible practices within the jewellery industry. Through rigorous documentation and verification at every stage of the supply chain, from acquisition to distribution, and adherence to internationally recognised frameworks, we reinforce stakeholder trust and promote responsible business practices across our operations.



"Our unwavering commitment to excellence drives us to deliver the finest diamonds, crafted with precision and passion. This focus on product excellence is deeply intertwined with our dedication to integrity, ensuring that our pursuit of quality never compromises our values. We believe in the power of ethical sourcing and fostering transparency at every stage of our supply chain. We are dedicated to creating a positive impact, supporting initiatives that empower and uplift those around us. By upholding these principles, we build trust and confidence among our stakeholders, reinforcing our position as a leader in the industry."

Viral D. Mehta
Chief Commercial Officer



Using technology to digitise our supply chain

An advanced SAP ERP system is used to digitalise our supply chain, enabling complete transparency. Each diamond is assigned a unique batch number, offering precise information about its origin. The system operates on a workflow and approval matrix, ensuring every transaction in the diamond’s journey is meticulously recorded and fully auditable by third-party organisations.

Independent agencies conduct external audits to support our traceability reports, providing customers with essential information about a diamond’s origin and instilling confidence in its source. Additionally, we offer fully customisable digital reports tailored to meet specific customer objectives, significantly improving accuracy and satisfaction. This approach highlights our unwavering dedication to ethical practices, fostering trust and authenticity, while assuring customers and partners of our transparent, responsible operations throughout the supply chain.

De Beers: BPP Audits

De Beers Best Practice Principles (BPP) Audits cover both key social and environmental aspects, ensuring responsible sourcing and adherence to ethical practices throughout the diamond supply chain.

We have been a BPP-compliant De Beers Sightholder since 2005 and consistently participate in De Beers’ BPP Audits annually. Through this proactive engagement, we set standards for ethical excellence in the diamond industry and reinforce consumer trust in diamonds.

We reinforce our dedication to responsible business practices by:

- Promptly addressing audit findings with targeted action plans
- Cultivating strong partnerships with global jewellery councils and communities
- Leading educational programmes to tackle the production and distribution of illicit and counterfeit products

The way forward

We are reinforcing our commitment to traceability by prioritising transparency and ethical practices, and fostering trust among our stakeholders. We are improving data integrity throughout our supply chain, performing regular audits to assess the extent of digitalisation in our processes and closely monitoring the sourcing of rough and polished diamonds directly from miners and secondary markets. By integrating our systems with those of our clients and adopting globally recognised best practices, we aspire to deliver a comprehensive, end-to-end view of the diamond journey, establishing a new benchmark for transparency in our sourcing operations.

Targets & Performance

Zero

Non-conformances raised during De Beers BPP audits

TARGET

By 2025

Multi-stone Parcel (MSP)
-0.18ct: Traceability based on input-mix ratios (source: mining company/country)





Product provenance

Ethical sourcing is integral to Dimexon's operations, ensuring transparency, accountability and responsible supply chain practices. We adhere to internationally recognised frameworks, including the Kimberley Process Certification Scheme, the World Diamond Council's System of Warranties,

and the OECD Due Diligence Guidance. Through rigorous documentation, compliance measures and stakeholder engagement, we uphold the highest standards in conflict-free diamond sourcing, reinforcing trust and integrity across the industry.

Kimberley Process Certification Scheme

The Kimberley Process, endorsed by the United Nations and the World Trade Organisation, establishes standards to prevent conflict diamonds from entering the legitimate rough diamond market. All 86 participating countries within the Kimberley Process Certification Scheme (KPCS) mandate government-validated certificates for the import and export of rough diamonds. Dimexon strictly complies with all KPCS regulations, ensuring that its diamonds are ethically sourced and conflict free.

World Diamond Council's System of Warranties

We proudly engage in the World Diamond Council's System of Warranties (SoW), a voluntary programme that promotes ethical diamond sourcing across the global industry. Each transaction is accompanied by a written warranty confirming the conflict-free origin of the diamonds. Our invoices include a statement guaranteeing the conflict-free status of the

diamonds that we sell. Additionally, we maintain detailed records of all warranty invoices received and issued, ensuring a transparent and auditable record of diamond sourcing. We also complete an annual self-assessment on the WDC website, alongside other members, demonstrating our commitment to ethical sourcing within the industry.

OECD Due Diligence Guidance for Responsible Supply Chains

Our extensive supplier due diligence programme follows the OECD's five-step framework, encompassing the establishment of robust management systems, risk identification and assessment, implementation of effective risk management practices, third-party audits, and transparent annual reporting. These measures strengthen our due diligence processes, enhance transparency, and support a sustainable supply chain.

The way forward

We will continue to enhance our ethical sourcing practices by adhering to the KPCS and the World Diamond Council's SoW, reinforcing our supplier due diligence programme with the OECD's framework and investing in advanced technologies for improved traceability.

We will deepen stakeholder engagement, expand

sustainability initiatives, enhance employee training and advocate for stronger industry standards.

Through these efforts, we will continue to strengthen our position as a leader in ethical diamond sourcing, ensuring that our products continue to symbolise integrity and sustainability.



KPI 7

Responsible sourcing

At Dimexon, responsible procurement lies at the heart of our operations. Guided by our Responsible Sourcing Policy, we ensure that the diamonds we source are not linked to conflict regions, human rights violations, or environmental damage.

In conflict-affected and high-risk areas (CAHRAs), we carry out thorough due diligence to identify, evaluate and address potential risks, such as human rights abuses, forced labour, war crimes, bribery, and money laundering. Through these practices, we reaffirm our commitment to ethical and sustainable operations across our supply chain.

We perform rigorous due diligence on our suppliers to ensure their adherence to our Responsible Sourcing Policy, alongside the implementation of specified processes and practices. Suppliers are mandated to furnish essential certifications and documentation that affirm their dedication to responsible sourcing. Through these measures, we uphold the highest standards of ethical procurement within our operations.



KPI 8 Supplier due diligence

Dimexon places a strong focus on fostering responsible and ethical relationships with its suppliers. Our supplier due diligence process allows us to mitigate risks, identify irregularities and ensure transparency, placing strong emphasis on accountability and integrity. This process involves comprehensive background checks to validate suppliers' credibility. They are also evaluated for their commitment to upholding human rights and responsible labour practices. Through this rigorous approach, we aim to minimise risks arising from unethical sourcing practices, safeguard our company's reputation, and consistently deliver

high-quality products.

Human rights for suppliers

At Dimexon, we are committed to upholding the highest standards of ethical conduct and ensuring safe labour practices across our supply chain. Our Responsible Sourcing Policy guarantees that every diamond acquired from our suppliers is ethically sourced and meets stringent industry standards. Further, all suppliers must comply with our Human Rights Policy and Supplier Code of Conduct [refer to page 57 of the report for additional information].

We collaborate closely with our suppliers to ensure the provision of safe and fair working conditions for all, with particular emphasis on safeguarding vulnerable groups. Through ongoing monitoring and proactive remediation efforts, we are committed to addressing diverse human rights challenges, including ensuring access to grievance mechanisms, eradicating child and forced labour, eliminating discrimination and combating modern slavery. Our global operations uphold a zero-tolerance policy against child and forced labour.

We are committed to establishing a supply chain that prioritises and protects the rights of every individual involved, championing the highest standards of human rights and fostering a culture rooted in integrity and transparency.

On-site audit of suppliers

We will carry out comprehensive on-site supplier audits to ensure adherence to our social and environmental standards. These audits will focus on assessing compliance with our Human Rights Policy and Supplier Code of Conduct, alongside relevant industry standards and regulations. We will evaluate suppliers’ working conditions, labour practices, environmental management, and supply chain transparency. Such audits will be integral to identifying areas requiring improvement and promoting a cooperative approach to sustainability.

Supplier capacity building and training

We are committed to fostering long-lasting partnerships with our suppliers by offering extensive training programmes aimed at empowering them and strengthening their capabilities. Our plans include delivering specialised training sessions on ESG adoption and providing suppliers with practical insights and tools to incorporate sustainable practices into their operations.

By promoting open communication and exchanging best practices, we strive to cultivate a collaborative and knowledge-driven environment, ensuring every aspect of our supply chain actively supports our shared objectives and contributes positively to sustainability.

The way forward

We are advancing our ESG practices by improving supplier evaluation criteria and organising training sessions to raise awareness among suppliers and promote the adoption of sustainable measures across the supply chain. Our goal is to include all direct suppliers in our ESG screening framework and carry out annual audits for at least 5% of non-RJC member suppliers to align their standards with global best practices, ensure compliance and uphold our corporate values. We will continue to focus on enhancing supplier performance, refining processes, addressing existing gaps, and implementing a proactive approach to tackle ESG deficiencies.

Targets & Performance



Customer centricity

Customer centricity forms the bedrock of Dimexon’s operations. We place great emphasis on understanding the needs and preferences of our customers and customising our products and services to provide superior experiences. Our engagement strategies span various channels, such as social media, exclusive events such as high-end exhibitions and fashion weeks, and personalised experiences crafted for individual clientele. Our unwavering focus on customer satisfaction inspires continuous innovation and improvement, nurturing enduring relationships built on trust and loyalty.

KPI 9 Customer satisfaction survey

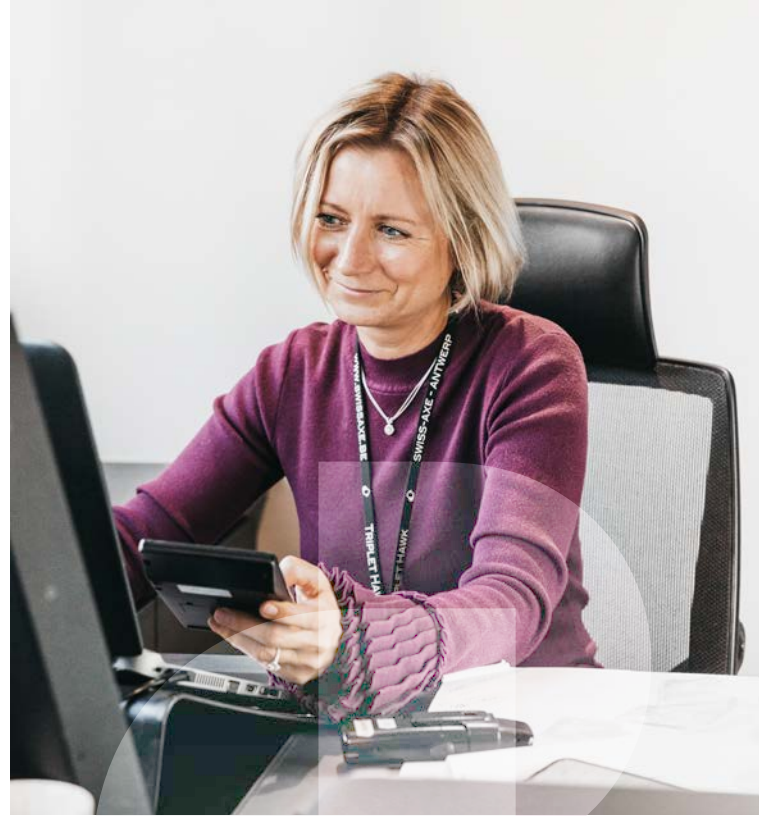
We maintain open communication and actively engage with our customers to understand their preferences, expectations and feedback through surveys. In CY2023, we conducted our first customer satisfaction survey and achieved a global average Net Promoter Score (NPS) of 8.44 out of 10. We aim to conduct the survey every two years.

The way forward

We are committed to enhancing customer engagement to continually improve our products and services, with the aim of achieving exceptional customer satisfaction. We consider customer feedback a crucial guide in navigating the ever-changing diamond industry and addressing its challenges. Our top priority remains delivering high-quality products responsibly and ethically, consistently surpassing customer expectations, and building lasting relationships. In line with our WEPs commitments, we aim to regularly report on customer satisfaction metrics and demonstrate how ethical, responsible practices directly support long-term customer trust and loyalty.

To improve our customer experience and service, we are introducing advanced technological solutions throughout the organisation. We are in the process of developing a bespoke CRM platform in collaboration with a world-leading solution partner that has a global presence. This platform will unify operations across all Dimexon sales offices and departments, harnessing our collective expertise.

By incorporating cutting-edge AI tools and the latest CRM innovations, we aim to enhance our capabilities in commercial planning, strategic partnerships, and traceability. This investment demonstrates our commitment to fostering a stronger, more customised, and adaptable relationship management experience for our clients and partners.



Targets & Performance

Zero

complaints concerning breaches of customer privacy and losses of customer data

TARGET Growth

We aim to achieve continual improvement from the initial 2023 customer satisfaction survey, and undertake the survey again in 2025

PILLAR 3

Social Stewardship

Social responsibility is deeply embedded in our brand ethos. We are dedicated to fostering a diverse and empowered workforce, actively engaging with our communities, and forging strong, equitable partnerships with our vendors and suppliers

Through initiatives focused on employee health, safety and wellbeing, we prioritise the holistic development of our team. We also build strong relations with our suppliers, collaborating with them to set integrity benchmarks in the diamond industry.

Our commitment to diversity and inclusion ensures that every voice is heard and valued. As a responsible corporate citizen, we strive to build a more inclusive organisation that not only fulfils present-day needs but also lays the groundwork for a more equitable and sustainable future.

KEY PERFORMANCE INDICATORS

- KPI 10 Diversity and inclusion index
- KPI 11 ESG training
- KPI 12 Employee satisfaction
- KPI 13 Need and impact assessment

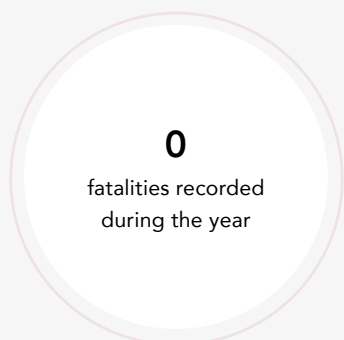
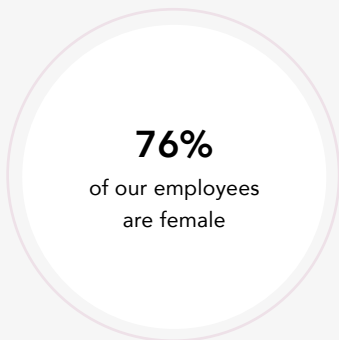
MATERIAL TOPICS

- Health, Safety and Employee Wellbeing
- Talent Attraction and Retention
- Diversity and Inclusion
- Labour Management
- Workers in the Value Chain
- Human Rights
- Impact on Communities
- Consumer Centricity

UN SDGs ALIGNED



Key highlights



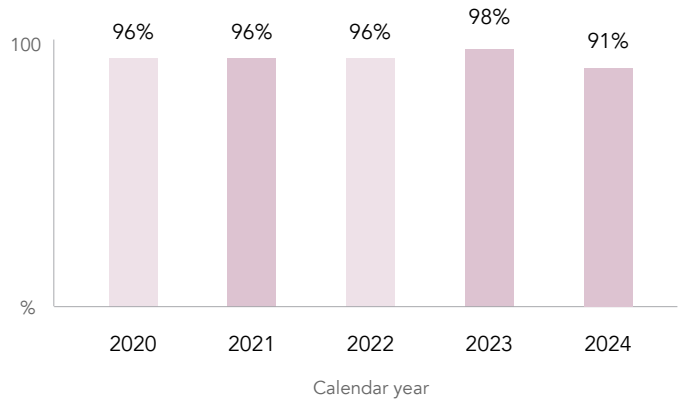
Health, safety and employee wellbeing

At Dimexon, we cultivate a supportive and inclusive workplace that prioritises our employees’ physical, mental and emotional wellbeing. Our comprehensive ESG framework, reinforced by our human capital policies, seamlessly integrates employee welfare with sustainability goals and ethical business practices. We ensure all workers receive social protection benefits.

Our Working Hour Policy empowers our employees to maintain a healthy work-life balance. We provide fair and competitive compensation, aligned with industry standards. All employees are entitled to family leave, to fully support employees during the early stages of their children’s lives. Additionally, recognising the importance of childcare, we offer on-site crèches at our factories.

We ensure fair labour practices by clearly communicating employment terms, wages and working hours before employment begins. We strictly comply with legal labour and social security requirements, preventing exploitative arrangements. Comprehensive employee records, including wage payments and working hours, are maintained to promote transparency and accountability.

RETURN-TO-WORK RATE OF EMPLOYEES FOLLOWING PARENTAL LEAVE



Dimexon also ensures compliance with local legal requirements by providing social insurance in Antwerp, contributing to the Employees’ Provident Fund (EPF) in India, and offering a company-sponsored Medclaim policy for employee health coverage.



Case study Celebrating National Safety Day in Coimbatore

We celebrated National Safety Day 2024 at our Coimbatore facility, emphasising leadership and responsibility in workplace safety, under the theme *Focus on Safety Leadership for ESG Excellence*.

The event began with employees gathering to make a collective pledge to adhere to Dimexon’s health and safety protocols. It also featured discussions on risk prevention, emergency response procedures, and continuous

improvement in safety measures; reinforcing the importance of proactive engagement in workplace safety. The event also underscored the link between safety and ESG excellence, showcasing how structured policies protect employees and contribute to sustainable business practices.

Through our proactive approach to prioritising employee welfare, we aim to set a strong precedent for industry-wide best practices in workplace safety.

KPI 12 Employee satisfaction

At Dimexon, our employees are central to our success and play a vital role in achieving our ESG objectives. We prioritise work-life balance, provide professional development opportunities, reward excellence, and foster transparent communication to ensure a supportive and engaging work environment.

Our workforce benefits from production incentives and performance-based variable bonuses, while managers receive annual bonuses tied to their achievements. This structured approach ensures that our people's contributions are recognised and valued, reinforcing a culture of growth, fairness and accountability. Further, our Grievance Redressal Policy is designed to empower both employees and external stakeholders by providing a structured approach for voicing concerns and raising issues. Read more about the policy on page 64 of the report.

To strengthen our employee engagement efforts, we conducted a need assessment survey to better understand what matters most to our workforce. The survey covered key areas including employee wellbeing, health and safety, training and career development, equality and fairness, workplace culture and data privacy. The responses provided valuable insights into how our employees perceive these critical aspects of their professional experience. This feedback informs our ongoing improvements and reinforces our commitment to putting employees at the heart of our ESG strategy.



Employee engagement programmes

We recognise the importance of cultural engagement in fostering a dynamic workplace, as demonstrated through our recent festive celebrations. The Ayudha Pooja at our Coimbatore facility was a lively event, featuring singing, rangoli and art competitions that highlighted the talent and traditions of our employees. In Mumbai and Ahmedabad, the spirit of Navratri was celebrated with enthusiasm, with team members donning traditional colours and participating in rangoli competitions. These vibrant events honour our diverse cultural heritage and strengthen our sense of community, reinforcing Dimexon's commitment to an inclusive and engaging workplace.





Case study

Prioritising employee welfare through Engage 360

We launched Engage 360, a comprehensive employee engagement programme, to nurture a culture of collaboration, continuous learning, growth, recognition and overall employee wellbeing. This initiative offers various activities and resources to ensure every team member feels appreciated, empowered and inspired to contribute to the company’s success. To honour commitment, creativity and compassion in the workplace, we launched the quarterly Rewards and Recognition programme, featuring awards including the Innovation Excellence Award, Project Excellence Award, Kindness in Action Award, and Milestone Achievement Award.



The way forward

Looking ahead, we will commit to strengthening a culture of open dialogue and collaboration. Our focus will be on expanding professional development opportunities, supporting work-life balance and enhancing our recognition

programmes to honour diverse contributions. By actively involving our employees and embracing their feedback, we will continue to cultivate a workplace where every individual feels valued.



Talent attraction and retention

Our employee engagement programmes exemplify our dedication to ESG principles, designed to attract, retain and develop exceptional talent. Our performance evaluation system goes beyond conventional assessments, offering personalised, constructive feedback and identifying opportunities for growth.

Employee retention

We recognise that a strong retention strategy improves operational efficiency while reinforcing our commitment to ethical and sustainable employment practices. We invest in employee wellbeing, development and inclusivity to build a committed workforce that drives our organisation. By reducing turnover, we minimise disruptions to our operations and maintain a stable workforce that is deeply familiar with

our processes and goals. This stability allows us to focus on innovation and continuous improvement, driving our long-term success.

Learning and development

Throughout the year, we implemented a range of training programmes designed to strengthen our employees' knowledge and skills. These sessions covered key areas such as human rights, workplace safety, anti-bribery measures and emergency preparedness. We continuously assess the effectiveness of these programmes, monitor individual progress and actively seek feedback to refine our approach. By providing our team with essential training, we are committed to fostering a safe, inclusive, and compliant workforce that reflects our core values and ESG commitments.

1.84 hours

Average training hours per employee

4,034 hours

of staff training were delivered, up 43% year on year

100%

of employees received performance and career development reviews

KPI 11 ESG training

Our ESG training programmes provide employees with a comprehensive understanding of company policies, strategic objectives, and feedback systems. Through interactive

discussions, we promote open communication and continuous improvement, enabling individuals to actively contribute to our ESG initiatives.

TRAINING SESSIONS CONDUCTED DURING THE YEAR	
Training Programme	Topics covered
Best Practice Principles (BPP) 2024 Cycle	Training on the full scope of the BPP programme was delivered by De Beers Group
Sexual Harassment Policy	Policies and procedures
Grievance Redressal Committee	Policies and procedures
Pipeline Integrity (PI) Cycle 2024 Training Programme	Training on all aspects of pipeline integrity was provided by De Beers Group
Diamond Pipeline Integrity Specification (DPIS) 001:2024	<ul style="list-style-type: none"> To explain the changes with specific emphasis on questions that were additional or slightly different from the previous version of DPIS 001: 2024 An update meeting was held to discuss the details of the PI Checklists submitted, next steps in readiness for the on-site verification visit
Responsible Sourcing Policy	The participants were given a detailed refresher course on our sourcing policy
Business Sustainability	Training session on Dimexon's Business sustainability and work policies
Financial Compliances Policies	Detailed overview of global financial compliance policy
First Aid, Fire Fighting and Mock Drill	Training received by external members of staff
Internal Health and Safety Training	Awareness of health and safety training
External Training	<ul style="list-style-type: none"> G7 Update by G7 official technical working group on Russian diamond restrictions, G7 Import Guidelines The World Jewellery Confederation (WJI 2030 Initiative 2030): Introduction by WJI 2030 Introduction to the Living Wage Towards Collective Action in the Watch & Jewellery Industry Safety Conclave, focusing on safety Leadership for ESG excellence HR Conclave, optimising human potential with emotional intelligence and artificial intelligence The Art of Living (YOGA)

The way forward

We are dedicated to fostering a culture of continuous learning and development that empowers our employees and enriches communities. We will continue investing in initiatives designed to enhance core competencies, advance sustainable practices, and offer a spectrum of educational opportunities, from foundational literacy to specialised technical skills.

Our ongoing efforts will focus on promoting education as a catalyst for personal and professional growth. We aim to inspire aspirations, encourage informed decision-making and drive positive behavioural change towards sustainability and equality. This commitment will not only benefit our workforce but also extend to the broader community, creating a ripple effect of progress and empowerment.

Targets & Performance

TARGET
By 2026
 An average annual minimum of four hours of ESG-related training per employee



KPI 10

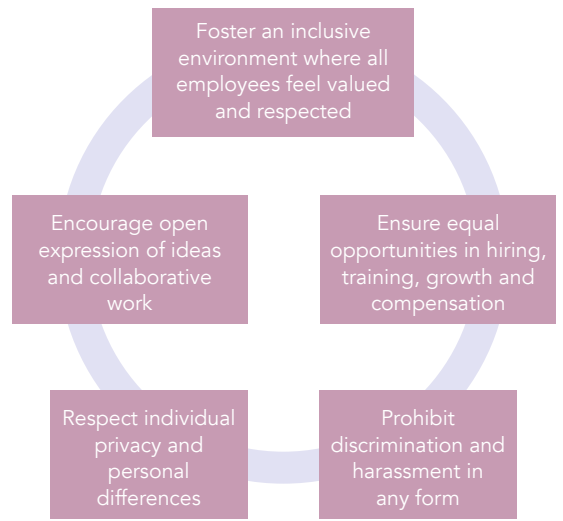
Diversity and inclusion

We are dedicated to fostering a brand built on equity and inclusion, where diversity is embraced, and individuality is valued. By amplifying diverse voices that shape our business and communities, we cultivate an inclusive environment that ensures equal access to opportunities for all.

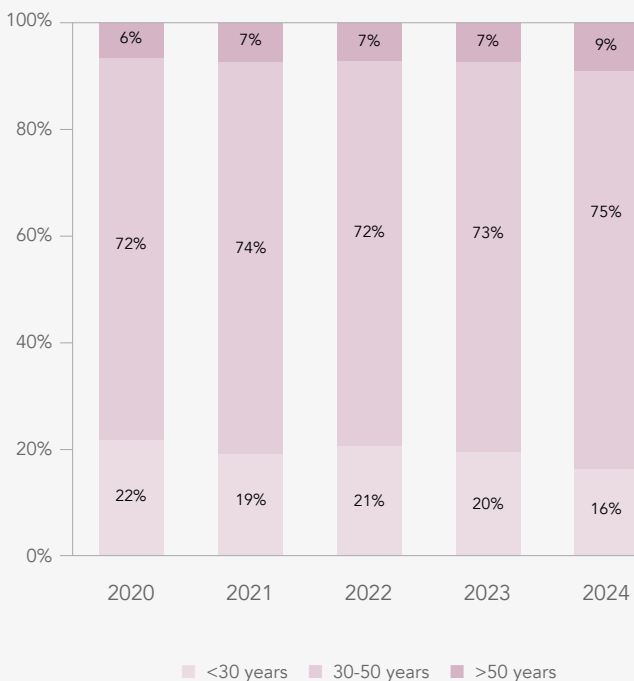
Diversity and inclusion index

We are committed to fostering equality and inclusivity by creating a workplace where individuals feel empowered to express themselves openly, work in a safe and supportive environment, and collaborate with mutual respect. This ensures that every team member can thrive without fear of discrimination.

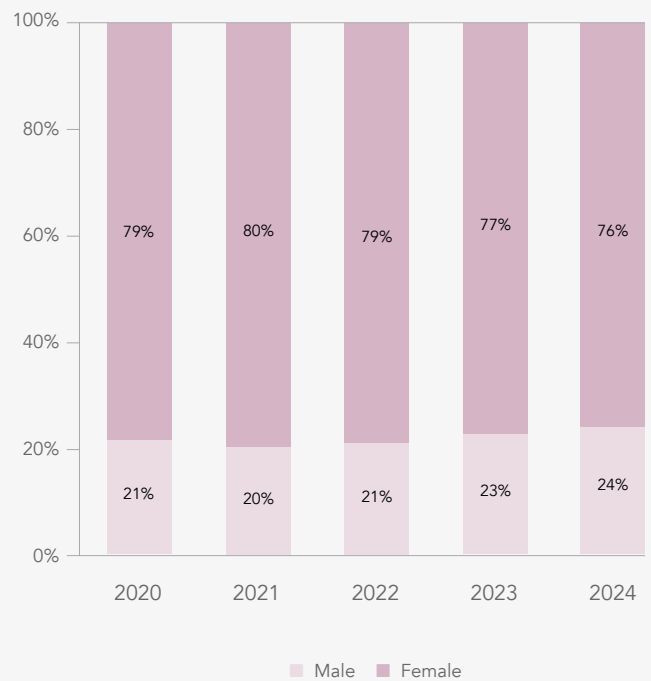
OUR COMMITMENT TO FOSTERING A DIVERSE AND INCLUSIVE WORKFORCE



TOTAL EMPLOYEES BY AGE GROUP



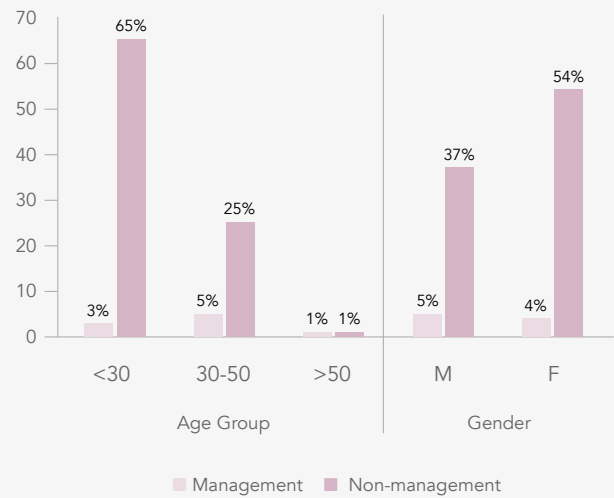
TOTAL EMPLOYEES BY GENDER



EMPLOYEE TURNOVER (number of staff leaving)



NEW HIRES (number of staff joining)



Employees with disabilities and vulnerable groups

We actively promote the inclusion of employees with disabilities, including speech, hearing, manual dexterity, and mobility. By fostering an equitable workplace, we ensure that every individual has the opportunity to contribute meaningfully and thrive.

We take pride in supporting employees with disabilities, and have 16 staff members with disabilities working across our Central Rough Assortment, Maintenance, and Cutting and Polishing departments. Their diverse skills and perspectives significantly enrich our operations, reinforcing our commitment to an inclusive workforce that thrives on the full spectrum of human ability.

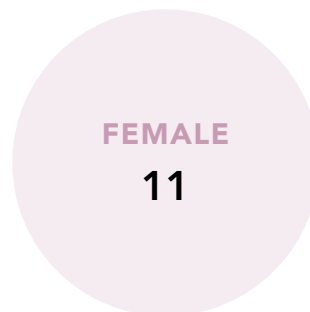
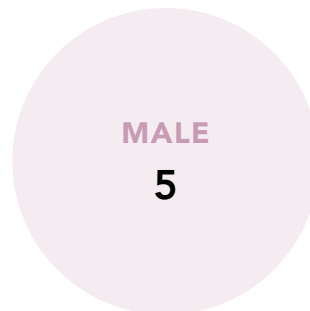
Gender equality and equal pay

We are deeply committed to promoting gender equality and ensuring equal pay within our organisation. Our policies are designed to eliminate any form of discrimination against women, ensuring that they have equal opportunities in employment, including selection criteria, promotion and job security.

We uphold the principle of equal remuneration, including benefits, and advocate for equal treatment in respect of work of equal value. Dimexon adheres to local minimum wage regulations at all its locations, ensuring that entry-level wages, regardless of gender, meet or surpass the applicable local minimum wage standards.

Our commitment extends to providing vocational training and retraining opportunities, safeguarding health and safety

NUMBER OF EMPLOYEES WITH DISABILITIES BY GENDER



in working conditions, and offering maternity leave with pay or comparable social benefits. By upholding these principles, we foster an inclusive work environment that values diversity and promotes equal opportunities for professional growth and success.

For more information, refer to our Human Rights Policy at dimexon.com/pages/policies.

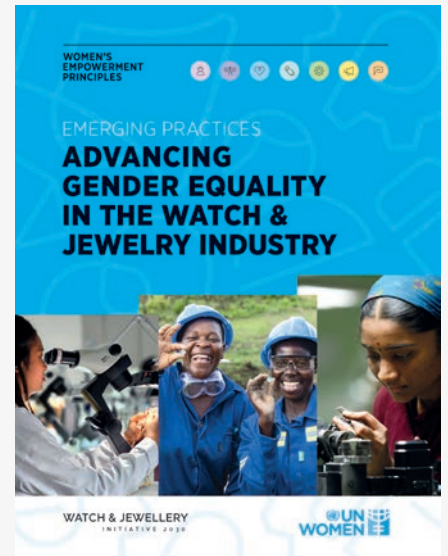
Case study

Dimexon is recognised by the UN Women’s Empowerment Principles (WEPs)

At the 79th United Nations General Assembly in New York in September 2024, the UN Women’s Empowerment Principles (WEPs) released a collection of case studies titled *Emerging Practices: Advancing Gender Equality in the Watch & Jewellery Industry*. The document underscores the transformative role businesses can play in promoting gender equality and women’s empowerment in the workplace.

Dimexon, a signatory of the WEPs since 2022, was highlighted as a best practice example, embodying *Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination*.

This recognition follows our inclusion in the WEPs 2023 report *Advancing Gender Equality through Gender-Responsive Procurement in the Watch and Jewellery Industry* and the WJI 2030’s 2024 *Nature Roadmap*. Our case study, *Start with Women, Build a Business*, showcases Dimexon’s women-first vision, demonstrating our commitment to fostering an inclusive and equitable workplace.



“We owe our success to brilliant women. Being part of the WEPs will enable us to continue sharing our passion and ethos on women’s empowerment with a like-minded community.”

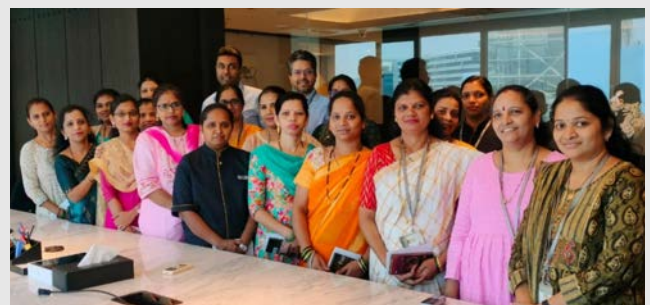
Rajiv Mehta, Group Director

Case study Celebrating International Women’s Day 2024

Dimexon proudly celebrated International Women’s Day 2024 with a global event honouring its majority-female workforce. As a signatory of the UN Women Empowerment Principles, we have consistently advocated for inclusivity, ensuring every individual feels valued and empowered. This year’s theme, *Inspire Inclusion*, aligned with our ethos, leading to a series of events that fostered gratitude, connection and camaraderie across its locations.

In Coimbatore, our female employees dressed in pink to show solidarity, and were welcomed with roses and chocolates. Celebrations continued with sweets in the canteen, while supervisors attended an inspiring talk on physical, mental, and spiritual wellbeing delivered by Velgha Learning Solutions CEO Vanisree Gopalakrishnan.

At Mumbai’s Bharat Diamond Bourse, Dimexon Group Director Rajiv Mehta and Vice President, Sales (Asia) Pranav Mehta welcomed employees with cards and chocolates. This



was followed by an informative lecture on women’s health and nutrition by Dr. Shumaila Sadaf, an expert in this field.

Our Antwerp team attended an International Women’s Day lunch in the city’s Diamond Quarter, hosted by Women in Diamonds and the Antwerp World Diamond Centre. The event brought together 100 women, fostering networking and industry unity.

Prevention of Sexual Harassment

We are committed to preventing sexual harassment and fostering a safe, respectful workplace. Our Women’s Wing and Sexual Harassment Committee, comprising single points of contact, female employees and management, convene quarterly to address concerns, review policies and implement preventive measures.

Employees are fully informed of the committee’s role and encouraged to seek support as needed. To ensure confidentiality and protection, we have implemented a secure, anonymous reporting system, allowing individuals to voice concerns without fear of retaliation. We aim to cultivate a culture of mutual respect, dignity, and zero tolerance for sexual harassment, ensuring a safe and empowering environment for everyone.

Participation in Gender-Responsive Procurement Assessment Tool pilot

Alongside members of the Watch & Jewellery Initiative 2030 (WJI 2030), we took part in a pioneering pilot programme to assess gender-responsive procurement (GRP) within the jewellery industry. This initiative, launched in collaboration with UN Women, marked the first application of the Women’s Empowerment Principles (WEPs) Gender-Responsive Procurement (GRP) Assessment Tool in an industry-specific context, with the aim of evaluating and advancing gender equality practices across the sector.

Our participation underscored our commitment to gender equality while highlighting the challenges in implementing these principles within procurement processes. The GRP Assessment Tool enabled us to identify key areas for improvement, including gender equality commitments, procurement policy and supplier engagement. By proactively addressing these gaps, we continue to strengthen the inclusivity and resilience of our supply chain, ensuring that gender equality remains at the forefront of our operations.

The way forward

Our commitment to fostering an equitable workplace is deeply embedded in our long-term strategy, and we remain dedicated to transparency as we progress. Through ongoing initiatives, we continue to cultivate an inclusive culture that embraces diversity, promotes equal opportunities and empowers every individual to realise their full potential. Building on this strong foundation, we are establishing ambitious goals to enhance representation across all levels of our organisation, aspiring to set a benchmark for diversity and inclusion in our industry.

Case study

Hear from the women of Dimexon



“It has been an incredible journey of 38 years at Dimexon, and I feel proud to have been part of the company’s growth and transformation. When I joined the accounts department in 1986, we were working with pencil and paper. Over the years, I had the opportunity to witness and contribute to the shift towards digitisation and SAP-powered systems. Every phase brought new challenges and learning opportunities, and I’m grateful to have been trusted with key responsibilities in inventory and gross profit management.”

Kokila Desai
Retired employee



“I have received a lot of learning opportunities while working with Dimexon, and would describe my professional journey as one of continuous on-the-job learning. I started out in the HR department, and grew into my current role in sustainability and ESG. My experience in this field led me to take on the additional role of Nature Lead for our Biodiversity Roadmap. My career progression was only possible because of the opportunities available to me within Dimexon, which I fully embraced, and the readiness and patience of our director Rajiv Mehta in providing me with guidance and support during the transition period.”

Minal Shah
Lead, Sustainability and ESG

Targets & Performance

TARGET
By 2025

Conduct a third-party Employee Engagement survey

TARGET
By 2026

Conduct a third-party Diversity & Inclusion survey

TARGET
By 2027

Initiate regular employee surveys



Labour management

At Dimexon, we are steadfast in our commitment to creating a safe and healthy work environment for all employees and workers. Our ultimate goal is zero harm, achieved through the elimination of accidents and incidents. We prioritise the wellbeing and safety of our workforce, ensuring that our labour management practices reflect our dedication to ethical and responsible operations.

Health and safety

Our Occupational Health and Safety (OHS) Policy and Management System is the foundation of our approach to preventing occupational hazards, ensuring regulatory compliance and enhancing safety practices.

This includes continuous monitoring of employee health and safety, swift risk assessment and mitigation, and regular evaluations of our operations, products, and services. A dedicated Safety Committee, comprising representatives from various levels, meets quarterly to oversee and promote OHS initiatives.

We provide general health and safety training to all employees, ensuring workplace safety remains a priority. Additionally, selected workers receive specialised health and safety training from external trainers. To further reinforce preparedness, mock drills are conducted at regular intervals.

Human rights

Our Human Rights Policy serves as a fundamental guide for daily operations, proactively addressing potential adverse impacts. We align our practices with internationally recognised principles, including the Universal Declaration of Human Rights, ILO Fundamental Conventions, the UN Guiding Principles on Business and Human Rights and the International Bill of Human Rights. To reinforce our commitment, we provide comprehensive training to employees on human rights and our policies, equipping them to uphold these principles and contribute to a workplace culture rooted in respect and integrity.

For more information, read our Human Rights Policy here at dimexon.com/pages/policies.

Zero tolerance towards child/forced labour

We uphold a zero-tolerance policy towards unethical practices, including child labour, forced labour, harassment and sexual abuse across our operations and supply chain. Any instance of such behaviour is addressed with swift and decisive action, which may involve corrective measures or the termination of business relationships. To ensure compliance, we rigorously verify the documents of potential employees, confirming their age and fitness for work before hiring them.

100%

of our employees are covered under our OHS management systems

Zero

fatalities and cases of work-related injuries and near-misses recorded during 2024

1,504

Dimexon employees received training on human rights

Zero

incidents of child labour, forced labour or harassment reported in 2024

Collective bargaining

At our manufacturing unit in Coimbatore, we uphold the principles of collective bargaining in finalising wage and bonus settlements for our non-management workforce. Our workers have the right to join trade unions, which provides them with a platform for open dialogue and an opportunity to voice concerns directly with management, fostering mutually acceptable solutions.

Trade unions representing our workers present a charter of demands covering wages, workload, incentives, and welfare measures. The management carefully reviews each request, engaging in thorough discussions with elected worker representatives. Every demand is assessed based on its merits, legal provisions and ethical considerations, ensuring fair negotiations. Through this collaborative process, mutually beneficial solutions are agreed upon and formalised.

In 2023, a five-year agreement was successfully concluded at our Coimbatore unit, with the full approval of all trade unions and their members. This agreement guarantees that our workers receive their rightful benefits, contributing to increased satisfaction and stability within the organisation.

Human rights due diligence

We are dedicated to upholding human rights through

proactive due diligence, enabling us to identify and address potential violations at an early stage. Our human rights due diligence process ensures that we operate responsibly and sustainably, safeguarding the rights of all individuals and communities impacted by our operations.

Training and development

We conduct quarterly human rights training sessions for our security guards at our Coimbatore manufacturing unit, to reinforce our commitment to ethical and fair practices. These sessions focus on our policies against child labour and discrimination based on gender, caste and religion, ensuring that security personnel uphold these principles in their daily responsibilities.

The training equips guards with the necessary skills to handle inquiries at the factory gate, carry out frisking procedures and manage potential suspects professionally, without harassment or mistreatment. In the event of an incident, the security personnel are trained to refer individuals to the appropriate department, maintaining a structured and fair approach.

Way forward

We are dedicated to continuously improving our health and safety standards, creating a secure and supportive workplace for all employees. This includes improving our risk assessment processes, refining our human rights policy to align with international standards and developing advanced training programmes on human rights. We aim to increase transparency through regular reporting and explore new partnerships to address emerging human rights issues. Our priorities are to achieve zero fatalities, reduce injury rates, and ensure fair working conditions across our operations and value chain, in line with WJI 2030 standards.

100%

Compliance with international standards

100%

Security personnel trained in human rights policies and procedures





Impact on communities

At Dimexon, we recognise the value of engaging with the communities in which we operate. Our commitment to making a meaningful and lasting impact is reflected in our focused initiatives in education, healthcare, and women’s empowerment.

We begin by conducting comprehensive assessments to understand the primary needs of our communities, ensuring every initiative is relevant, effective and capable of adapting to emerging challenges. This proactive approach allows us to design strategies that are both sustainable and transformative.

Our community development practices are guided by continuous monitoring and impact assessments, enabling us to refine our strategies and respond to unforeseen challenges. By measuring our success through these regular evaluations, we ensure that our actions remain aligned with the evolving needs of the communities we serve. This methodical and responsive approach not only improves our operational effectiveness but also reinforces our commitment to meaningful, long-term community development.

KPI 13 Need and impact assessment

Our commitment to responsible business practices is evident in our focus on inclusive growth, sustainable development and nation-building. We conduct comprehensive needs and

impact assessments to systematically evaluate the requirements of our programmes and their effects. This ongoing review enables us to continually refine our approach, ensuring that our operations contribute positively to both our workforce and the wider community.

The way forward

At Dimexon, our long-term focus is to deepen our engagement with the communities in which we operate by expanding our needs and impact assessments to include all existing and future CSR initiatives. This comprehensive approach will allow us to better understand the evolving needs of each community and direct our efforts where they are most needed.

We also plan to work closely with local stakeholders, engaging them in a collaborative process to co-create tailored solutions that address their most pressing challenges. By combining our expertise with local insights, we aim to develop strategies that are both effective and relevant to the communities we serve.

TARGET
By 2025

Conduct Community Needs Assessment for all new CSR projects

PILLAR 4

Responsible business conduct

Responsible business conduct is not just a standard we uphold, it is the foundation upon which we operate. Dimexon is committed to fostering a culture of integrity, ensuring that every aspect of our business reflects responsibility, transparency and long-term sustainability

For this purpose, we have established a robust governance framework that meets regulatory requirements, and aligns with international best practices.

For decades, we have maintained our position as a trusted leader in the diamond industry through our commitment to responsible sourcing and rigorous compliance. We adhere to the highest operational and ethical standards with integrity as a De Beers Global Sightholder since 1976 and a Rio Tinto Select Diamantaire since 2007. Our membership in the Kimberley Process Certification Scheme (KPCS) since its inception in 2003 underscores our dedication to eliminating conflict diamonds from the global supply chain. Further, as a Responsible Jewellery Council (RJC) member since 2006, we continue to champion responsible sourcing, environmental stewardship, and industry-wide transparency.

We actively contribute to shaping industry-wide standards through leadership roles in key organisations. Our Group Director Rajiv Mehta serves on the board of the World Diamond Council (WDC), and chairs the ESG Committee for the Watch & Jewellery Initiative 2030.

KEY PERFORMANCE INDICATORS

KPI 14 Due diligence and compliance

KPI 15 ESG communication

MATERIAL TOPICS

Business conduct

Data privacy and security

Innovation, research & development,

Adoption of new technologies

UN SDGs ALIGNED



Key highlights

Certified RJC member

We successfully achieved recertification for a three-year period (June 30, 2022 to June 30, 2025)

First IFRS signatory

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

WDC member

A member of the World Diamond Council since 2014, with our director Rajiv Mehta serving on its board

De Beers Sightholder

We successfully secured recertification for another three years

Zero

Cases of bribery or corruption

Zero

Data privacy and security breaches



Governance

Board of Directors

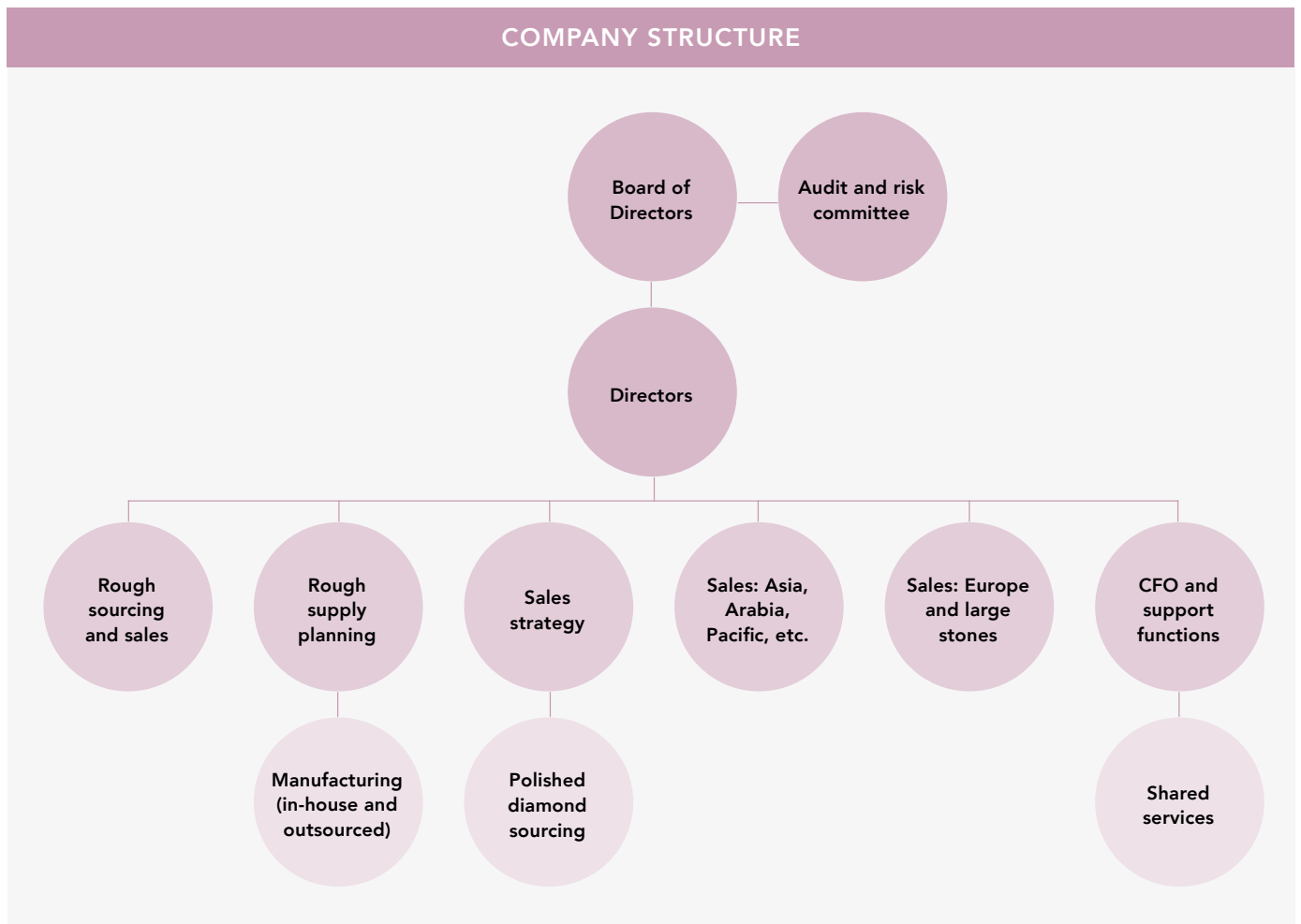
Our board of directors plays a pivotal role in shaping the company's strategic direction, ensuring we remain at the forefront of industry innovation while upholding the highest governance standards. In addition to business strategy, the board actively drives ethical business practices, transparency and sustainability across all levels of the organisation.

Diversity and independent oversight are key to our governance approach. Women represent 12.5% of our board, reflecting our ongoing commitment to fostering inclusive leadership. Additionally, our board has two non-executive

directors to provide valuable external perspectives, ensuring a balanced and accountable decision-making process. By continuously refining policies and aligning with evolving regulatory and industry standards, our board reinforces our commitment to responsible business conduct.

Governance framework

Led by the board, our corporate governance framework ensures robust oversight, responsible decision making, and a long-term vision that aligns with both stakeholder expectations and sustainable business growth.



Sustainability governance

Our board of directors oversee the company’s governance structure to ensure effective decision-making related to all ESG aspects.

Our sustainability governance framework provides a structured approach to addressing climate change,

integrating responsible business practices, and strengthening ethical standards in the diamond industry. With clear policies, measurable targets and rigorous reporting mechanisms, we proactively manage ESG risks and create long-term value for all stakeholders.





KPI 15 ESG communication

Transparent and meaningful ESG communication is central to our approach and provides our stakeholders with valuable insights into our initiatives, policies and our long-term sustainability strategy. To strengthen our leadership’s ESG knowledge, we conduct annual ESG training sessions, and are in the process of developing interactive self-training modules with assessments. We communicate our sustainability

performance through our annual ESG reports and updates on our website, LinkedIn and Instagram pages, and our internal employee platforms, reinforcing our commitment to transparent disclosures. These practices provide our stakeholders with a transparent account of our commitment to responsible business and profitable growth.

Business ethics

Our business ethics are underpinned by our Code of Conduct and a comprehensive set of corporate policies that promote accountability and compliance with legal and regulatory requirements.

Anti-bribery Policy

Our Anti-bribery Policy upholds a zero-tolerance approach to corruption, ensuring that all business dealings are conducted with fairness and integrity. Employees and board members are trained to recognise and prevent unethical behaviour. Further, we strictly prohibit facilitation payments or any improper advantages. We made no financial or in-kind political contributions, and received no financial assistance from the government during the reporting period.

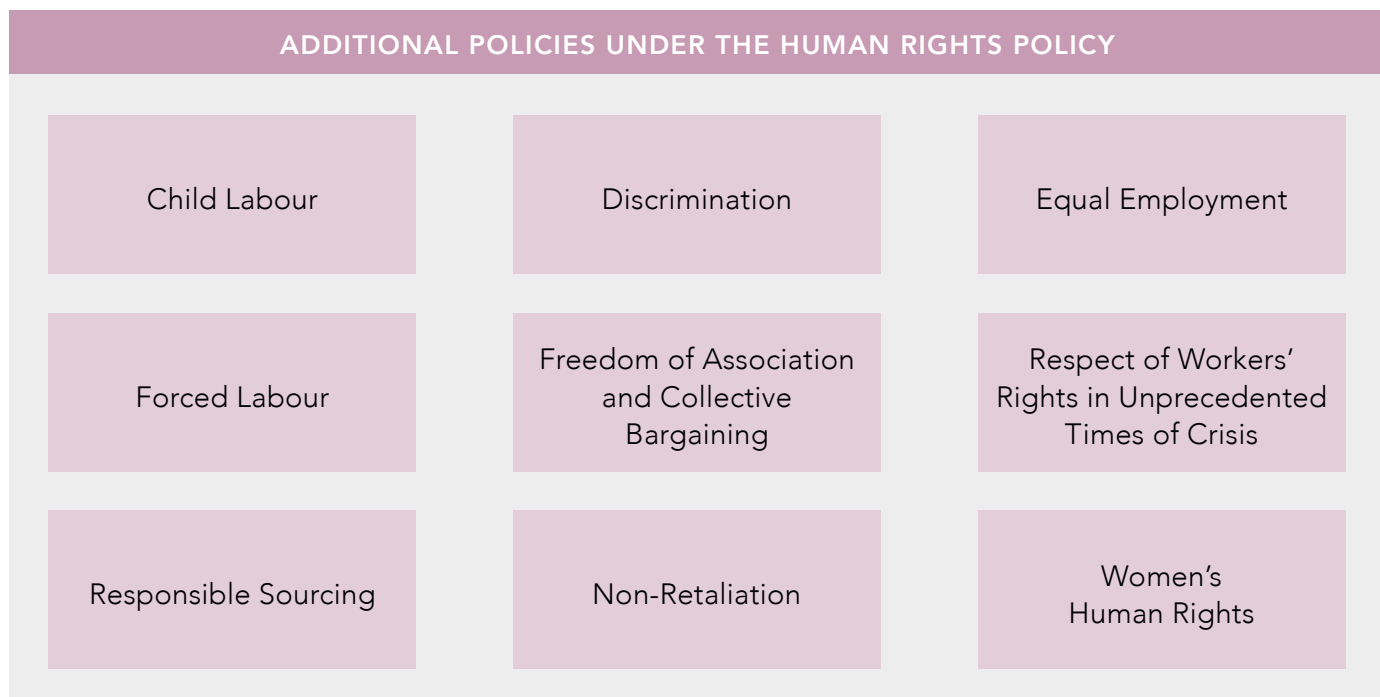
Human Rights Policy

Our Human Rights Policy safeguards the rights and dignity of all stakeholders, including employees, workers, value chain workers, communities and consumers. The policy aligns with the Universal Declaration of Human Rights, the ILO Fundamental Conventions, UN Guiding Principles on Business and Human Rights, the EU’s Corporate Sustainability

Due Diligence Directive, and OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. We have a zero-tolerance policy against child labour, forced or bonded labour, slavery, and human trafficking.

Our commitment extends to ensuring that we do not engage in or contribute to human rights violations in conflict-affected or high-risk areas. The policy underscores our dedication to equal opportunity and fair labour practices, providing an environment free from harassment or bias for all employees, regardless of nationality, gender, race, or religion. For more information, refer to our Human rights policy at dimexon.com/pages/policies.



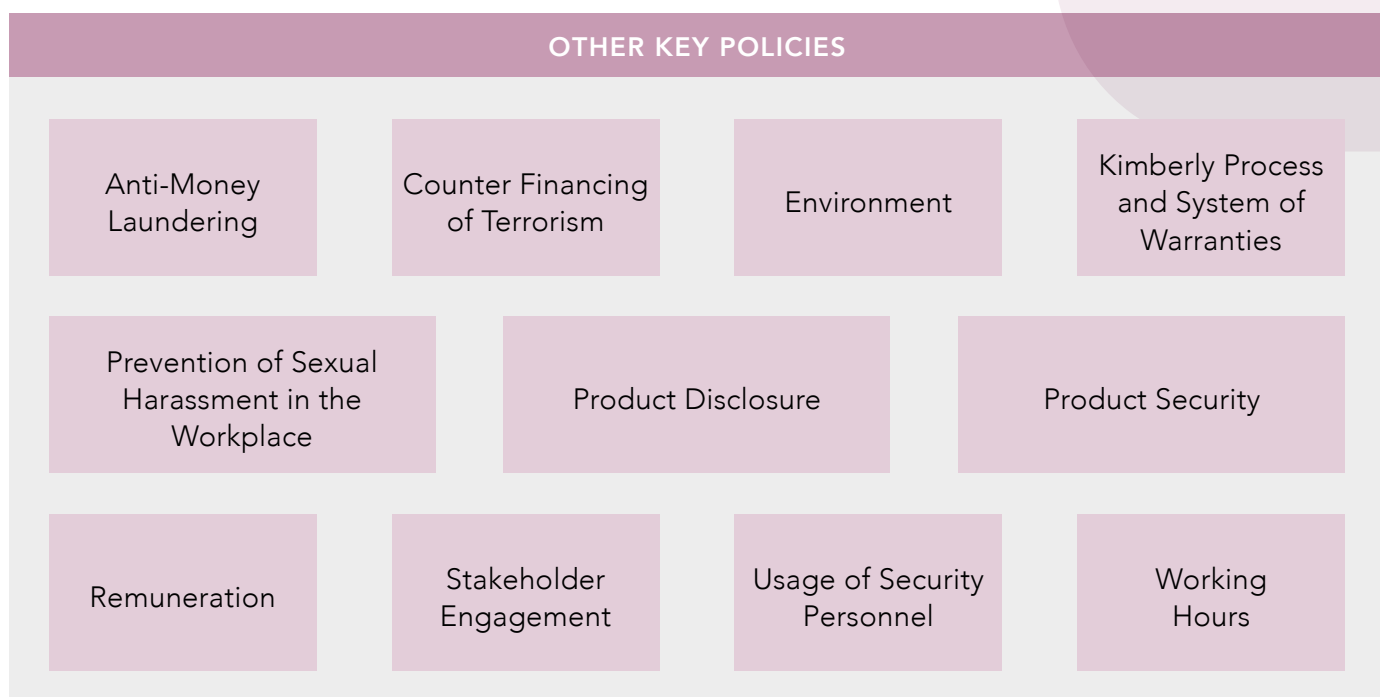


Responsible Sourcing Policy

Our Responsible Sourcing Policy allows us to embed responsible sourcing principles into our operations, ensuring that our diamonds are procured ethically. The policy aligns with the Kimberley Process Certification Scheme, the World Diamond Council's System of Warranties, and the OECD Due Diligence Guidance. By conducting rigorous supplier due diligence and risk assessments, we prevent sourcing from conflict zones and uphold supply chain integrity. Read more about responsible sourcing on page 44 of the report.

Grievance Redressal Policy

We have established a comprehensive Grievance Redressal Policy to address concerns from employees, suppliers, customers, and business partners. Our Grievance Redressal Committee hears, investigates and resolves all complaints in a fair and timely manner. Beyond internal operations, we extend this commitment to local communities, reinforcing trust through open dialogue and responsible dispute resolution.





Whistle-blower mechanism

Our secure and confidential whistle-blower mechanism encourages employees and stakeholders to report unethical behaviour without fear of retaliation. It guarantees confidentiality and impartial investigations, ensuring that those who raise concerns are safeguarded against any form of victimisation. Reports are handled directly by the Compliance Officer and strict protocols are in place to take corrective action where necessary.

Data privacy and security

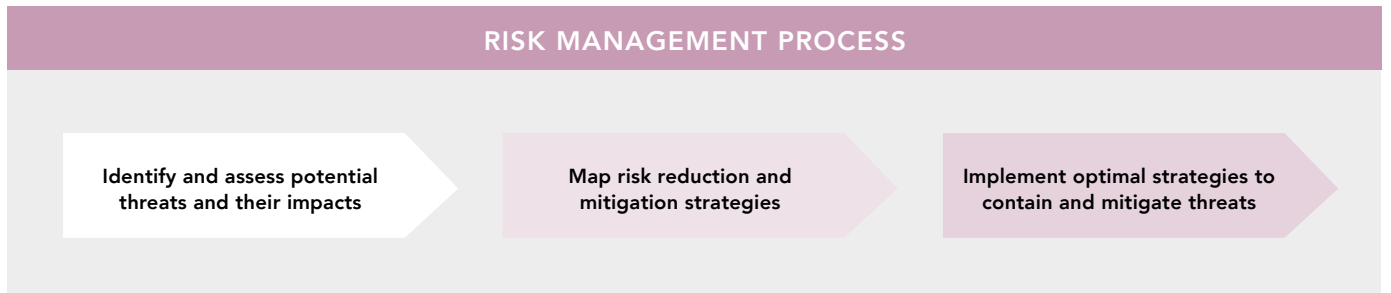
In an increasingly digital world, protecting data privacy and cybersecurity is critical to maintaining business integrity. We have adopted a proactive approach to cybersecurity, implementing advanced encryption, firewall protection and real-time threat monitoring through a dedicated Security Operations Centre (SOC). Regular security audits, vulnerability assessments, and employee training programmes strengthen our defences against cyber threats.

Zero
data privacy and security breaches reported

Risks and opportunities

Risk management is integrated into our strategic decision-making and operational execution. Through our robust risk management approach, we identify and assess risks proactively to mitigate potential impacts and strengthen our business resilience. The Audit and Risk Committee plays an active role in overseeing this process, ensuring that our risk exposure aligns with long-term business goals and supports sustainable growth.

Through a dynamic Enterprise Risk Management (ERM) framework, we continuously scan the internal and external landscape, adapting to emerging threats while uncovering new opportunities. This structured-yet-agile framework enables us to maintain operational integrity, build stakeholder confidence and pursue sustainable growth across a complex global environment.



PRIMARY RISKS AND MITIGATION MEASURES

Risk description	Potential impacts	Mitigation measures
<p>Demand volatility Shifts in consumer sentiment and global economic uncertainty contribute to fluctuating demand for diamonds, creating a volatile market environment.</p>	<p>Inconsistent demand patterns complicate revenue forecasting and may disrupt supply chain efficiency. Sudden shifts can lead to inventory imbalances and production inefficiencies across the value chain.</p>	<p>We adopt a data-driven approach to demand management, combining advanced forecasting tools with customer insights. Our agile supply chain model and dynamic pricing mechanisms enable us to adapt quickly to market shifts and safeguard our long-term performance.</p>
<p>Inventory margins and price volatility Diamond price fluctuations, driven by macroeconomic and industry-specific factors, expose inventory margins to volatility and heighten financial and operational risk.</p>	<p>Volatile pricing can compress margins, erode inventory value and disrupt capital efficiency. Imbalanced stock levels may lead to overstocking or missed sales opportunities, impacting cash flow, supply chain agility and pricing decisions.</p>	<p>An integrated S&OP framework allows us to align inventory levels with demand and operational capacity. Standardised margin protocols for rough diamond processing support cost control, while strategic sourcing and data-led decision making enhance our ability to maintain financial resilience in a fluctuating pricing environment.</p>
<p>Credit risk Credit risk arises from the potential default of counterparties on agreed payment terms, posing a direct threat to financial stability.</p>	<p>Defaults can disrupt cash flow, constrain operational funding and limit the company's ability to pursue growth opportunities. Elevated credit exposure may also require stricter credit controls, potentially affecting customer engagement and sales momentum.</p>	<p>Dimexon employs a disciplined credit management framework that balances risk mitigation with commercial agility. New customer onboarding includes rigorous credit assessments, while existing credit lines are subject to continuous monitoring and periodic review. This structured approach safeguards liquidity and supports prudent revenue generation.</p>
<p>Liquidity and covenants risks Liquidity risk stems from the challenge of meeting near-term financial commitments due to limited cash reserves or constrained access to liquid assets. Covenants risk arises from non-compliance with financial terms set by lenders, potentially jeopardising financing arrangements.</p>	<p>Insufficient liquidity or breach of covenant terms can lead to heightened borrowing costs, restricted access to capital, reputational damage, or even default scenarios. These pressures may limit the company's ability to respond swiftly to market dynamics and strain relationships with financial partners.</p>	<p>Dimexon maintains a disciplined liquidity management strategy anchored in regular, entity-level cash flow forecasting. This is complemented by strategic funding plans to ensure timely access to capital. We also monitor covenant thresholds closely through periodic reviews of key financial ratios, ensuring compliance and preserving financial agility.</p>
<p>Environmental risk These risks encompass the adverse effects associated with upstream mining and diamond processing activities, including carbon emissions, habitat degradation and water pollution. As sustainability standards evolve globally, the industry is under increased scrutiny to align with environmentally responsible practices.</p>	<p>Failure to adequately manage environmental risks can lead to regulatory non-compliance, increased operational costs and reputational harm. As consumer preferences shift toward ethically and sustainably sourced diamonds, poor environmental performance may also result in reduced market access and weakened brand equity.</p>	<p>We are committed to minimising our environmental footprint by working exclusively with suppliers who adhere to responsible mining standards and implementing initiatives that reduce emissions and enhance resource efficiency. Our governance includes regular impact assessments and alignment with global sustainability frameworks to aid continuous improvement [read more on how we address environmental risk on page 28].</p>
<p>Human rights risk Human rights risk stems from potential exposure to unethical practices such as forced labour, child labour and the trade of conflict diamonds, particularly within complex global supply chains.</p>	<p>Association with human rights violations can result in significant legal consequences, reputational damage and erosion of stakeholder trust. It may also trigger consumer boycotts, exclusion from responsible sourcing initiatives, and divestment by ethically focused investors, further amplifying regulatory and public scrutiny.</p>	<p>We enforce a zero-tolerance policy for child labour, forced labour and any form of exploitation across our operations and supply network. Our due diligence practices are aligned with international human rights standards, including the UN Guiding Principles on Business and Human Rights. We partner exclusively with suppliers who demonstrate verifiable ethical compliance and undergo regular audits [for more on our human rights commitments, see page 47].</p>

Shaping the future

Strategic opportunities in a changing diamond landscape

As global diamond supply faces long-term disruption and demand shifts towards new markets and consumers, Dimexon is embracing this inflection point with agility. From navigating supply constraints and strengthening our presence in India, to engaging with Gen Z and reinforcing the value of natural diamonds, these are the opportunities we believe will help us to lead with clarity and purpose in transformative times.

ABILITY TO NAVIGATE SUPPLY DISRUPTIONS AND LONG-TERM PRODUCTION SHIFTS

Global natural diamond supply is undergoing a structural shift, marked by mine closures, production cuts and increasing geopolitical constraints. In 2024, natural diamond output was forecast to decline to 117.5 million carats, down 3.5 million carats year-on-year, and 18.5 million below pre-pandemic levels. The suspension of operations at Canada's Renard mine, De Beers' reduced production guidance, and the onset of G7 and EU sanctions targeting Russian polished diamonds (0.5 carats and above by September 2024) are reshaping mid- to long-term availability. Amidst this evolving landscape, we are well-positioned to leverage its sourcing resilience and agile supply chain to secure high-quality rough, build strategic partnerships, and enhance reliability as a supplier, transforming market volatility into a competitive advantage.

OUR PARTNERSHIPS WITH GLOBAL LUXURY LEADERS

As luxury groups continue to expand high jewellery and watchmaking divisions, the importance of consistent, ethical and high-quality diamond supply has never been greater. These maisons are increasingly focused on transparency, ESG accountability and traceability across their sourcing networks – criteria that align directly with Dimexon's operational strengths. Our fully integrated supply chain, proven track record on compliance, and investment in responsible sourcing position us as a trusted long-term partner for global luxury leaders. As these groups continue to scale fine jewellery, Dimexon is uniquely placed to deliver the consistency, quality assurance and traceability required to meet their elevated standards and customer expectations.

INDIA'S RISING DEMAND AND MARKET LEADERSHIP

India is rapidly emerging as a key driver of global diamond jewellery growth, with the market delivering low double-digit sales growth in 2024, outperforming the US and

China, which saw declines in the same period. As a result, India has temporarily overtaken China to become the world's second-largest diamond jewellery market, now holding an estimated 10% to 12% share of global demand compared to China's 12% to 18% pre-pandemic average. While diamonds have historically accounted for only 10% to 20% of fine jewellery sales in India, the segment is seeing strong traction, with projected sales expected to reach \$20 billion to \$22 billion within the next seven to eight years. For Dimexon, this signals a strategic opportunity to strengthen domestic partnerships, tailor offerings to a value-conscious but quality-seeking consumer base, and play a leading role in shaping the next phase of India's diamond growth story.

GEN Z AND DIGITAL ENGAGEMENT

Gen Z is rapidly emerging as a key consumer segment in the diamond jewellery space, with distinct preferences shaped by digital fluency and demand for transparency. This generation seeks brands that are authentic, inclusive and aligned with causes they care about. According to trends, 40% of luxury buyers in the next 10 years will be Gen Z, and about 72% of them will be wearing diamond jewellery every day. Our strategy is to expand our digital footprint, leveraging storytelling platforms, and offering transparency-driven experiences that resonate with younger consumers. By integrating ESG impact into brand communication and enhancing interactive digital touchpoints, we can build long-term loyalty, and capture a growing share of this purpose-led market.

STRATEGIC DIFFERENTIATION OF NATURAL DIAMONDS IN THE ERA OF LAB-GROWN ALTERNATIVES

As lab-grown diamonds continue to gain traction, particularly in price-sensitive segments, the natural diamond industry has a unique opportunity to reinforce the intrinsic value, authenticity, and social impact of mined stones. The long-term success of natural diamonds will increasingly depend on effective storytelling and marketing strategies that highlight the gemstones' rarity, geological uniqueness, and enduring symbolism, especially in emotionally significant segments such as bridal and gifting. We aim to leverage this shift by enhancing consumer education, championing ethical sourcing credentials and communicating the broader socioeconomic benefits of natural diamond mining.

KPI 14 Due diligence and compliance

We uphold stringent oversight mechanisms to identify, assess and mitigate risks related to conflict-affected areas, human rights violations and illicit activities. Our proactive approach guarantees that every facet of our operations meets the highest standards of integrity, safeguarding our reputation and reinforcing stakeholder confidence.

RJC certification

Dimexon has been a proud member of the Responsible Jewellery Council (RJC) since 2006. The RJC Code of Practices (COP) serves as a global benchmark for responsible sourcing and supply chain accountability across the jewellery sector, covering key resources such as gold, silver, platinum, diamonds and coloured gemstones. The COP reflects RJC’s dedication to rigorous certification, independently audited and accredited by the International Social and Environmental Accreditation and Labelling (ISEAL). The RJC membership requires third-party accreditation, ensuring that all certified businesses adhere to rigorous ethical, social and environmental standards.

Our operations are subject to regular RJC audits, where our due diligence processes and responsible sourcing practices are assessed. These assessments validate our compliance with industry best practices and drive continuous improvements in our supply chain governance.



By maintaining RJC certification, we reinforce our role as an industry leader committed to transparency, sustainability and responsible sourcing.

For more information, refer to our RJC COP Index on page 83.

Our commitment to the WJI 2030

Launched by Cartier and Kering, the Watch & Jewellery Initiative 2030 (WJI 2030) represents a collective industry effort to drive sustainability and responsible business transformation. We have aligned our business strategy with WJI’s three strategic pillars to promote a responsible and sustainable jewellery industry.

OUR PROGRESS ON THE WJI 2030 PILLARS

Pillars	Minimum commitments	Where we are
Pillar 1: Building Climate Resilience	Within 12 months from effective membership: Sign and submit the Science Based Targets initiatives (SBTi) commitment letter.	We have formally committed to SBTi, meeting WJI’s 12-month requirement and taking the first step toward setting science-based emissions targets. Read more about our commitment on page 27.
Pillar 2: Preserving Resources	Within 12 months from effective membership: Set a roadmap for nature commensurate to your company’s level of ambition and capabilities.	We are in the process of formalising our nature roadmap, meeting WJI’s 12-month requirement and have taken the initiative to disclose our nature related dependencies, impacts, risks and opportunities in alignment to TNFD in CY2025 report. Read more about our nature roadmap on page 35.
Pillar 3: Fostering Inclusiveness	Human Rights: Within 12 months, develop a publicly available human rights policy statement and conduct human rights due diligence in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance, in your own operations and value chains.	We have developed our Human Rights Policy in line with the UNGPs and OECD Due Diligence Guidance. The policy has been published on our website to ensure public accessibility and transparency. Read more about our human rights policy on page 63.
	Gender Equality: Within 12 months, sign and submit the Women’s Empowerment Principles (WEPs) and prepare a workplan in accordance with the WEPs framework.	We became a WEP signatory last year and will continue to develop a Gender Action Plan in accordance with WEP guidelines.
	Livelihoods: Within 12 months, promote decent working conditions and respect for human rights at work within your own operations and supply chains via a publicly available statement of policy, in line with the eight International Labour Organization (ILO) core conventions.	At Dimexon, we uphold the highest standards of integrity and respect for human rights within our organisation and across our value chain. Read more about our human rights policy on page 63.

WJI 2030 Pillar 1: Building climate resilience

We are dedicated to minimising our carbon footprint and taking measurable steps towards climate action, in line with WJI 2030’s climate resilience principle. We have formally committed to the Science-Based Targets initiative (SBTi) and submitted our letter of intent. Currently, we are in the process of setting our SBTi-aligned targets, actively mapping our carbon footprint to identify priority areas for emissions reduction. We are refining our internal frameworks and collaborating with sustainability experts to ensure a transparent and credible approach to climate action [read more about our carbon neutrality commitment on page 27].

WJI 2030 Pillar 2: Preserving resources

As a part of our commitment to WJI 2030, we prioritise biodiversity conservation across our operations and supply chain. This year, we conducted a detailed biodiversity assessment, identifying key impact areas, dependencies on nature, biodiversity risks and opportunities for conservation. This assessment has provided crucial insights into our environmental footprint, enabling us to strengthen our data-driven strategy and align with industry best practices for enhanced transparency across the value chain.

We are already in the process of finalising our Biodiversity Roadmap, structured around the ACT-D (Awareness, Assess, Commit, Transform and Prepare/Disclose) framework. This phased approach will ensure our growth remains aligned with natural ecosystems and global best practices, and systematically integrates biodiversity considerations across our operations, reinforcing our commitment to resource conservation, ecological resilience, and sustainable value creation across the value chain.

We are in the process of engaging with our suppliers to implement biodiversity initiatives across our value chain, while concurrently enhancing our data infrastructure to effectively support and track these efforts [read more about our biodiversity assessment and nature roadmap on page 35].

WJI 2030 Pillar 3: Fostering inclusiveness

Dimexon is committed to ensuring respect for human rights across our operations and value chain, aligning with WJI 2030’s human rights, fair labour and DEI principles. We have

been signatories to the United Nations Women’s Empowerment Principles (WEPs) since 2022, and continue to strengthen our approach to workplace equity and inclusion.

Our newly formalised Human Rights Policy enforces zero tolerance for child labour, forced labour, slavery and human trafficking. It ensures a workplace free from discrimination, harassment and abuse, promoting dignity, equality and respect for all employees and value chain workers across all locations and stakeholder groups [read more about our approach to human rights on page 57].

The way forward

As we move forward, we remain steadfast in our commitment to integrity, transparency and accountability. We continue to engage in industry-leading initiatives, partnerships and events that align our operations with the highest ethical and sustainability standards. Our focus is on strengthening ESG reporting in accordance with leading rating agencies and disclosure frameworks, enabling us to track progress, identify opportunities for improvement, and contribute meaningfully to a more sustainable and responsible diamond industry.



100% achieved

Glossary & Indexes

Glossary

ACT-D	Awareness, Assess, Commit, Transform and Disclose	MSP	Multi Stone Packet
AI	Artificial Intelligence	NGO	Non-Governmental Organisation
BPP	Best Practice Principles	NGRBC	National Guidelines on Responsible Business Conduct
BP	Basis for Preparation	NPS	Net Promoter Score
CAHRA	Conflict Affected and High-Risk Areas	DMCC	Dubai Multi Commodities Centre
CEO	Chief Executive Officer	ODS	Ozone Depleting Substances
COP	Code of Practices	OECD	Organisation for Economic Cooperation and Development
CRM	Customer Relationship Management	OHS	Occupational Health and Safety
CSRD	Corporate Sustainability Reporting Directive	PI	Pipeline Integrity
CY	Calendar Year	PM	Particulate Matter
CSR	Corporate Social Responsibility	POSH	Prevention of Sexual Harassment
DEFRA	Department for Environment, Food and Rural Affairs	PVC	Polyvinyl Chloride
DEI	Diversity, Equity and Inclusion	RCP	Representative Concentration Pathways
DG	Diesel Generator	RJC	Responsible Jewellery Council
DMA	Double Materiality Assessment	RRR	Reduce, Reuse, Recycle
DPIS	Diamond Pipeline Integrity Specification	SAP	Systems, Applications & Products in Data Processing
DTC	Diamond Trading Corporation	SBM	Strategy, Business Model, and Value Chain
ENCORE	Exploring Natural Capital Opportunities, Risks and Exposure	SBTi	Science Based Target Initiative
ERM	Enterprise Risk Management	SBTN	Science Based Targets Network
ESRS	European Sustainability Reporting Standards	SOC	Security Operations Centre
EU	European Union	SPOC	Single Point of Contact
EV	Electric Vehicle	STP	Sewage Treatment Plant
GHG	Greenhouse Gas	SUP	Single Use Plastic
GJ	Gigajoule	TCFD	Task Force on Climate-related Financial Disclosures
GRI	Global Reporting Initiative	TNAU	Tamil Nadu Agricultural University
GRP	Gender Responsive Procurement	TNFD	Task Force on Nature-related Financial Disclosures
HR	Human Resources	TNPCB	Tamil Nadu Pollution Control Board)

GLOSSARY

IBAT	Integrated Biodiversity Assessment Tool	TPM	Total Particulate Matter
ICRC	Internal Complaints Redressal Committee	UAE	United Arab Emirates
IEC	Information, Education and Communication	UN	United Nations
IFRS	International Financial Reporting Standards	UN GP	United Nations Guiding Principles
ILO	International Labour Organisation	UN SDGs	United Nations Sustainable Development Goals
IPCC	Intergovernmental Panel on Climate Change	WBCSD	World Business Council for Sustainable Development
ISEAL	International Social and Environmental Accreditation and Labelling	WDC	World Diamond Council
KPI	Key Performance Indicator	WEP	Women's Empowerment Principles
KPCS	Kimberley Process Certification Scheme	WJI 2030	Watch & Jewellery Initiative 2030
LEAP	Locate, Evaluate, Assess, Prepare	WRI	World Resources Institute
LGD	Lab-Grown Diamonds	WWF	World Wide Fund for Nature
LPG	Liquefied Petroleum Gas	ZLD	Zero Liquid Discharge
MoEFCC	Ministry of Environment, Forest and Climate	ZWL	Zero Waste to Landfill

Global Reporting Initiative (GRI) Index

GRI Standard	Disclosure	Location	Page
GENERAL DISCLOSURES			
GRI 2: General Disclosures	2-1 Organisational details	About the report	7
	2-2 Entities included in the organisation's sustainability reporting	About the report	7
	2-3 Reporting period, frequency and contact point	About the report	7
	2-4 Restatements of information	N/A	-
	2-5 External assurance	N/A	-
	2-6 Activities, value chain and other business relationships	Our company	9
	2-7 Employees	Social Stewardship / Diversity and inclusion	53
	2-8 Workers who are not employees	Social Stewardship / Diversity and inclusion	53
	2-9 Governance structure and composition	Responsible Business Conduct / Board of directors	61
	2-10 Nomination and selection of the highest governance body	N/A	-
	2-11 Chair of the highest governance body	Responsible Business Conduct / Board of directors	61
	2-12 Role of the highest governance body in overseeing the management of impacts	Responsible Business Conduct / Board of directors	61
	2-13 Delegation of responsibility for managing impacts	N/A	-
	2-14 Role of the highest governance body in sustainability reporting	Responsible Business Conduct / Sustainability governance	62
	2-15 Conflicts of interest	Responsible Business Conduct / Business ethics	63
	2-16 Communication of critical concerns	Responsible Business Conduct / Business ethics	63
	2-17 Collective knowledge of the highest governance body	Responsible Business Conduct / Board of directors	61
	2-18 Evaluation of the performance of the highest governance body	N/A	-
	2-19 Remuneration policies	Responsible Business Conduct / Business ethics	63
	2-20 Process to determine remuneration	N/A	-
	2-21 Annual total compensation ratio	N/A	-
	2-22 Statement on sustainable development strategy	Directors' message	3

GRI Standard	Disclosure	Location	Page
	2-23 Policy commitments	Responsible Business Conduct / Business ethics	63
	2-24 Embedding policy commitments	Responsible Business Conduct / Business ethics	63
	2-25 Processes to remediate negative impacts	Responsible Business Conduct / Business ethics	63
	2-26 Mechanisms for seeking advice and raising concerns	Responsible Business Conduct / Business ethics	63
	2-27 Compliance with laws and regulations	Responsible Business Conduct / Risks and opportunities	65
	2-28 Membership associations	Engaging with Stakeholders	13
	2-29 Approach to stakeholder engagement	Engaging with Stakeholders	13
	2-30 Collective bargaining agreements	Responsible Business Conduct / Business ethics	63
GRI 3: Material Topics	3-2 List of material topics	Double materiality assessment	15
	3-3 Management of material topics	Double materiality assessment	15
GOVERNANCE			
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	Dimexon is a private entity and is not required to disclose financial performance related information as per local regulations	-
	201-2 Financial implications and other risks and opportunities due to climate change	Responsible Business Conduct / Risks and opportunities	65
	201-3 Defined benefit plan obligations and other retirement plans	Social Stewardship / Health, safety and employee wellbeing	48
	201-4 Financial assistance received from government	Responsible Business Conduct / Business ethics	63
GRI 202: Market Presence	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	Social Stewardship / Gender equality and equal pay	54
	202-2 Proportion of senior management hired from the local community	N/A	-
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	N/A	-
	203-2 Significant indirect economic impacts	N/A	-
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	N/A	-
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Responsible Business Conduct / Business ethics / Anti-bribery policy	63
	205-2 Communication and training about anti-corruption policies and procedures	Responsible Business Conduct / Business ethics / Anti-bribery policy	63
	205-3 Confirmed incidents of corruption and actions taken	Responsible Business Conduct / Business ethics / Anti-bribery policy	63

GRI Standard	Disclosure	Location	Page
GRI 206: Anti-competitive Behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Responsible Business Conduct / Business ethics	63
GRI 207: Tax	207-1 Approach to tax	N/A	-
	207-2 Tax governance, control, and risk management	N/A	-
	207-3 Stakeholder engagement and management of concerns related to tax	N/A	-
	207-4 Country-by-country reporting	N/A	-
ENVIRONMENT			
GRI 301: Materials	301-1 Materials used by weight or volume	This will be considered in the subsequent years of reporting	-
	301-2 Recycled input materials used	This will be considered in the subsequent years of reporting	-
	301-3 Reclaimed products and their packaging materials	N/A	-
GRI 302: Energy	302-1 Energy consumption within the organisation	Environmental Synergy / Climate change / Energy efficiency	23
	302-2 Energy consumption outside of the organisation	N/A	-
	302-3 Energy intensity	Environmental Synergy / Climate change / Energy efficiency	23
	302-4 Reduction of energy consumption	Environmental Synergy / Climate change / Energy efficiency	23
	302-5 Reductions in energy requirements of products and services	N/A	-
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Environmental Synergy / Water stewardship	34
	303-2 Management of water discharge-related impacts	Environmental Synergy / Water stewardship	34
	303-3 Water withdrawal	Environmental Synergy / Water stewardship	34
	303-4 Water discharge	Environmental Synergy / Water stewardship	34
	303-5 Water consumption	Environmental Synergy / Water stewardship	34
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or N/A - adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	-
	304-2 Significant impacts of activities, products and N/A - services on biodiversity	N/A	-
	304-3 Habitats protected or restored	N/A	-
	304-4 IUCN Red List species and national conservation list N/A - species with habitats in areas affected by operations	N/A	-

GRI Standard	Disclosure	Location	Page
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Environmental Synergy / Climate change / Greenhouse Gas emissions	25
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Synergy / Climate change / Greenhouse Gas emissions	25
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Synergy / Climate change / Scope 3 emissions	26
	305-4 GHG emissions intensity	Environmental Synergy / Climate change / Greenhouse Gas emissions	25
	305-5 Reduction of GHG emissions	Environmental Synergy / Climate change / Greenhouse Gas emissions	25
	305-6 Emissions of ozone-depleting substances (ODS)	Environmental Synergy / Climate change / Greenhouse Gas emissions	25
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Environmental Synergy / Climate change / Ensuring air quality through rigorous monitoring	27
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Environmental Synergy / Waste management	32
	306-2 Management of significant waste-related impacts	Environmental Synergy / Waste management	32
	306-4 Waste diverted from disposal	Environmental Synergy / Waste management	32
	306-5 Waste directed to disposal	Environmental Synergy / Waste management	32
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	This will be considered in the subsequent years of reporting	-
	308-2 Negative environmental impacts in the supply chain and actions taken	N/A	-
SOCIAL			
GRI 401: Employment	401-1 New employee hires and employee turnover	Social Stewardship / Diversity and inclusion	53
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Since we have a low proportion of part-time employees, all the benefits mentioned in the report are provided to our full-time employees	-
	401-3 Parental leave	Social Stewardship / Health, safety and employee wellbeing	48
GRI 402: Labour/ Management Relations	402-1 Minimum notice periods regarding operational changes	N/A	-

GRI Standard	Disclosure	Location	Page
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Social Stewardship / Labour management	57
	403-2 Hazard identification, risk assessment, and incident investigation	Social Stewardship / Labour management	57
	403-3 Occupational health services	Social Stewardship / Labour management	57
	403-4 Worker participation, consultation, and communication on occupational health and safety	Social Stewardship / Labour management	57
	403-5 Worker training on occupational health and safety	Social Stewardship / Labour management	57
	403-6 Promotion of worker health	Social Stewardship / Labour management	57
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social Stewardship / Labour management	57
	403-8 Workers covered by an occupational health and safety management system	Social Stewardship / Labour management	57
	403-9 Work-related injuries	Social Stewardship / Labour management	57
	403-10 Work-related ill health	Social Stewardship / Labour management	57
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Social Stewardship / ESG training	52
	404-2 Programs for upgrading employee skills and transition assistance programs	Social Stewardship / ESG training	52
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Stewardship / Learning and development	51
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	N/A	-
	405-2 Ratio of basic salary and remuneration of women to men	N/A	-
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Social Stewardship / Diversity and inclusion	53
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Responsible Business Conduct / Business ethics	63
GRI 408: Child Labour	408-1 Operations and suppliers at significant risk for incidents of child labour	Product Integrity / Human rights for suppliers	44
GRI 409: Forced or Compulsory Labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Product Integrity / Human rights for suppliers	44
GRI 410: Security Practices	410-1 Security personnel trained in Human rights policies or procedures	Social Stewardship / Human rights	57
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	N/A	-

GRI Standard	Disclosure	Location	Page
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Social Stewardship / Impact on communities	59
	413-2 Operations with significant actual and potential negative impacts on local communities	Social Stewardship / Impact on communities	59
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Product Integrity / Supplier due diligence	44
	414-2 Negative social impacts in the supply chain and actions taken	N/A	-
GRI 415: Public Policy	415-1 Political contributions	Responsible Business Conduct / Business ethics	63
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	N/A	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A	-
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	N/A	-
	417-2 Incidents of non-compliance concerning product and service information and labeling	N/A	-
	417-3 Incidents of non-compliance concerning marketing communications	N/A	-
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Product Integrity / Customer centricity	46

European Sustainability Reporting Standards (ESRS) Index

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BP-2	Disclosures in relation to specific circumstances	About the report	7
GOV-1	The role of the administrative, management and supervisory bodies	Responsible Business Conduct / Board of directors	61
GOV-2	Information provided to and sustainability matters by the undertaking's administrative, management and supervisory bodies	Responsible Business Conduct / Sustainability governance	62
GOV-3	Integration of sustainability-related performance in incentive schemes	N/A	-
GOV-4	Statement on due diligence	Director's message	3
GOV-5	Risk management and internal controls over sustainability reporting	Responsible Business Conduct / Risks and opportunities	65

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SBM-2	Interests and views of stakeholders	Engaging with stakeholders	13
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Double materiality assessment	15
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Double materiality assessment	15
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statements	N/A	-
DC-P	Policies adopted to manage material sustainability matters	Responsible Business Conduct / Business ethics	63
DC-A	Actions and resources in relation to material sustainability matters	Throughout the report	-
DC-M	Metrics in relation to material sustainability matters	Throughout the report	-
DC-T	Tracking effectiveness of policies and actions through targets	Throughout the report	-
ERSR E1 CLIMATE CHANGE			
E1-1	Transition plan for Climate Change Mitigation	Environmental Synergy / Climate change	23
E1-2	Policies relating to climate change mitigation and adaptation	Responsible Business Conduct / Business ethics	63
E1-3	Actions and resources in relation to climate change policies	Environmental Synergy / Climate change	23
E1-4	Targets related to climate change mitigation and adaptation	Environmental Synergy / Climate change / Targets and performance	27
E1-5	Energy consumption and mix	Environmental Synergy / Climate change	23
E1-6	Gross Scopes 1,2,3 and Total GHG emissions	Environmental Synergy / Climate change / Greenhouse Gas emissions	25
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	N/A	-
E1-8	Internal carbon pricing	N/A	-
E1-9	Potential financial effects from material physical and transition risks and potential climate-related opportunities	Environmental Synergy / Climate risk	28
ERSR E2 POLLUTION			
E2-1	Policies related to pollution	Responsible Business Conduct / Business ethics	63
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ESRS Standard	Disclosure	Location	Page
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E2-4	Pollution of air, water and soil	Environmental Synergy / Climate change Environmental Synergy / Waste management Environmental Synergy / Water stewardship	23, 32, 34
ERSR E3 WATER AND MARINE RESOURCES			
E3-1	Policies related to water and marine resources	Responsible Business Conduct / Business ethics	63
E3-2	Actions and resources related to water and marine resources	Environmental Synergy / Water stewardship	34
E3-3	Targets related to water and marine resources	Environmental Synergy / Water stewardship	34
E3-4	Water consumption	Environmental Synergy / Water stewardship	34
ERSR E4 BIODIVERSITY			
E4-1	Transition plan on biodiversity and ecosystems	Environmental Synergy / Biodiversity	35
E4-2	Policies related to biodiversity and ecosystems	Responsible Business Conduct / Business ethics	63
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E4-5	Impact metrics related to biodiversity and ecosystems change	Environmental Synergy / Biodiversity	35
E4-6	Potential financial effects from biodiversity and ecosystem-related impacts, risks and opportunities	N/A	-
ESRS E5 RESOURCE USE AND THE CIRCULAR ECONOMY			
E5-1	Policies related to resource use and the circular economy	Responsible Business Conduct / Business ethics	63
E5-2	Actions and resources related to resource use and circular economy	Environmental Synergy / Waste management	32
E5-3	Targets related to resource use and the circular economy	Environmental Synergy / Waste management	32
E5-4	Resource inflows	N/A	-
E5-5	Resource outflows	N/A	-
E5-6	Potential financial effects from resource use and circular economy-related impacts, risks and opportunities	N/A	-

ESRS Standard	Disclosure	Location	Page
ESRS S1 OWN WORKFORCE			
S1-1	Policies related to own workforce	Responsible Business Conduct / Business ethics	63
S1-2	Processes for engaging with own workers and workers' representatives about impacts	Social Stewardship / Human rights	57
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Responsible Business Conduct / Business ethics / Grievance redressal mechanism	64
S1-4	Taking actions on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce and effectiveness of own actions	Social Stewardship / Health, safety and employee wellbeing	48
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Social Stewardship / Employee Satisfaction / Targets and performance	50
S1-6	Characteristics of the undertaking's employees	Social Stewardship / Diversity and inclusion	53
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	Social Stewardship / Labour management	57
S1-8	Collective bargaining coverage and social dialogue	Responsible Business Conduct / Business ethics	63
S1-9	Diversity metrics	Social Stewardship / Diversity and inclusion	53
S1-10	Adequate wages	Social Stewardship / Health, safety and employee wellbeing	48
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S1-13	Training and skills development metrics	Social Stewardship / Learning and development	51
S1-14	Health and safety metrics	Social Stewardship / Labour management	57
S1-15	Work-life balance indicators	Social Stewardship / Health, safety and employee wellbeing	48
S1-16	Compensation indicators (pay gap and total compensation)	N/A	-
S1-17	Incidents, complaints and severe Human rights impacts and incidents	Social Stewardship / Labour management	57

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ESRS S2 WORKERS IN THE VALUE CHAIN			
S2-1	Policies related to value chain workers	Responsible Business Conduct / Business ethics	63
S2-2	Processes for engaging with value chain workers about impacts	Product Integrity / Responsible sourcing / Supplier capacity building and training	45
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	Responsible Business Conduct / Business ethics / Grievance redressal mechanism	64
S2-4	Taking action on material impacts on value chain workers, and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and the effectiveness of those actions	Product Integrity / Responsible sourcing / On-site audit of suppliers	45
S2-5	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	Product Integrity / Responsible sourcing	44
ESRS S3 AFFECTED COMMUNITIES			
S3-1	Policies related to affected communities	N/A	-
S3-2	Processes for engaging with affected communities about impacts	Social Stewardship / Impact on communities	59
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	Responsible Business Conduct / Business ethics	63
S3-4	Taking action on material impacts on affected communities and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	Social Stewardship / Impact on communities	59
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Social Stewardship / Impact on communities	59
ESRS S4 CONSUMERS AND END-USERS			
S4-1	Policies related to consumers and end-users	N/A	-
S4-2	Processes for engaging with consumers and end-users about impacts	Product Integrity / Customer centricity	46
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Responsible Business Conduct / Business ethics	63
S4-4	Taking action on material impacts on consumers and end-users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Product Integrity / Customer centricity	46
S4-5	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	Product Integrity / Customer centricity / Customer satisfaction survey	46

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G1-1	Business conduct policies and corporate culture	Responsible Business Conduct / Business ethics	63
G1-2	Management of relationship with suppliers	Product integrity / Supplier due diligence	44
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G1-4	Incidents of corruption or bribery	Responsible Business Conduct / Business ethics / Anti-bribery policy	63
G1-5	Political influence and lobbying activities	Responsible Business Conduct / Business ethics	63
G1-6	Payment practices	N/A	-

Responsible Jewellery Council (RJC) Index

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	COP 6 – Human rights	Social Stewardship / Human rights	57
	COP 7 - Due diligence for Responsible sourcing from conflict-affected and high-risk areas	Product integrity / Responsible sourcing	44
	COP 8 - Sourcing directly from artisanal and small-scale mining	N/A	-
	COP 9 - Sourcing post-consumer industrial precious metals directly from informal recyclers	N/A	-
	COP 10 – Community development	Social Stewardship / Impact on communities	59
	COP 11 - Bribery and facilitation payments	Responsible Business Conduct / Business ethics / Anti-bribery policy	63
	COP 12 - Know Your Counterparty (KYC): Money laundering and finance of terrorism	Responsible Business Conduct / Business ethics	63
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RJC Standard	Disclosure	Location	Page
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	COP 19 – Child labour	Responsible Business Conduct / Business ethics	63
	COP 20 – Forced labour	Responsible Business Conduct / Business ethics	63
	COP 21 – Freedom of association and collective bargaining	Responsible Business Conduct / Business ethics	63
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