



SUSTAINABILITY AND ESG REPORT

Safe food, strong farmers, a responsible business

FY 2024-25 and FY 2025-26 | Draft for review | 11 October 2026

Building a Healthy Global

Summary

PQS Agro exports fresh produce, aromatic rice and spices from Bangladesh. We pair safe, traceable sourcing with supply planned around each buyer's requirements, so importers and distributors can plan with confidence.



BDT 69.1m

Audited revenue, FY 2024-25, up from BDT 43.3m



ESME-3

Credit rating from ECRL, outlook stable, valid to 29 Dec 2026



3 markets

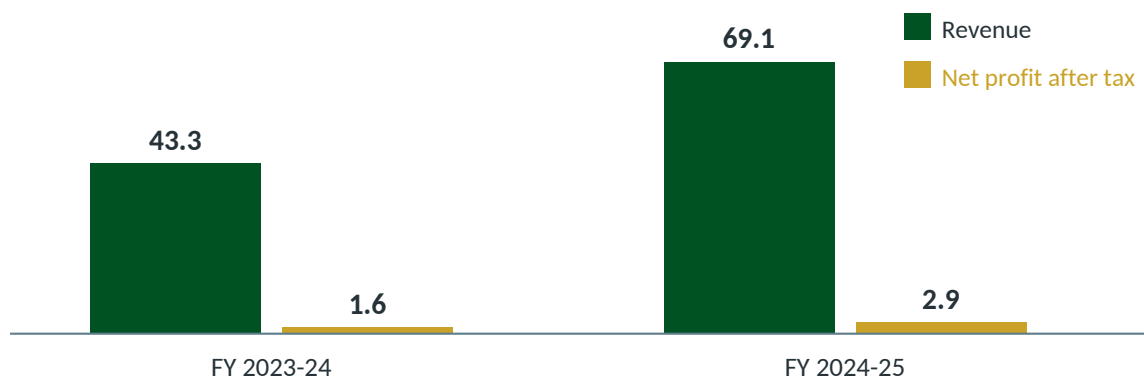
United Kingdom, Saudi Arabia and Pakistan, under contracts or proforma invoices



53

Employees, with women leading the business

Revenue and net profit (BDT million)



Source: audited financial statements, year ended 30 June 2025 (T. Hussain & Co.).

Messages from our leaders

Drafts for approval. Each leader must review, edit and approve their own message before publication.



Ms. Sharmin Sultana

Proprietor and Chief Executive Officer

DRAFT FOR APPROVAL

Since we founded PQS Agro in 2018, our aim has been simple: bring safe, premium-quality Bangladeshi food to buyers abroad, and do it in a way that supports the farmers and people who make it possible. In FY 2024-25 our audited revenue reached BDT 69.1 million. That growth rests on the trust our buyers place in us and on the women and men who work with us every day.

We are committed to clear documentation, verified food safety and transparent reporting, and we will keep improving on each. We welcome partners who share that commitment.



Islam Arif

Chief Operating Officer

DRAFT FOR APPROVAL

My role is to make sure every order, from first inquiry to final shipment, is clear and well run. Before an order is agreed, our team confirms product grade, pack size and shipping terms with the buyer.

Our shipments are supported by export documents, including phytosanitary certificates from the Plant Quarantine Wing. We are building on this foundation with better records from farm to carton and stronger cold-chain storage.

I invite importers and distributors to contact me directly with their requirements.

2025 highlights



BDT 69.1m

Audited revenue, FY
2024-25



BDT 2.9m

Net profit after tax, FY
2024-25



53

Employees [confirm
headcount]



20-25

Women farmers trained
in GlobalGAP practices



3

Export markets with
contracts or proforma
invoices



ESME-3

Credit rating, outlook
stable



Halal

Certification completed



1

Owned commercial
freezer for the cold chain

Figures come from the audited accounts and company records. Bracketed items are not yet confirmed.

Strategy

VISION

To become a globally trusted brand for safe, premium-quality agricultural and food products.

MISSION

Deliver value-added agro products, support farmers, ensure food safety and expand Bangladesh's presence in global markets.



Food safety and quality

- Phytosanitary certificate for each documented shipment
- Halal certification completed
- Farmers trained in GlobalGAP practices (training, not certification)



Environment and resources

- One owned freezer maintains the cold chain
- Paper board cartons and net bags for export packing
- Measure energy, water, waste and packaging for FY 2025-26



People and farmers

- 53 employees, with women leading the business
- Women in HR and accounts leadership roles
- Partner growers, with an aim to pay fair prices

Business priorities



Grow exports of processed agro-products



Strengthen our branded retail presence

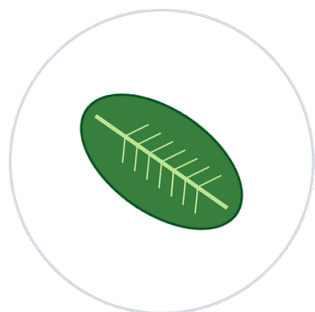


Invest in processing and cold-chain infrastructure

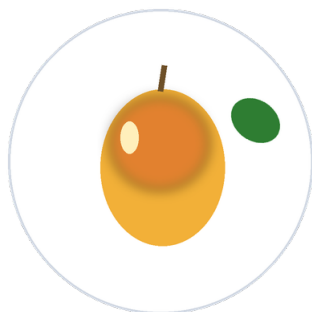


Improve working-capital efficiency with banking support

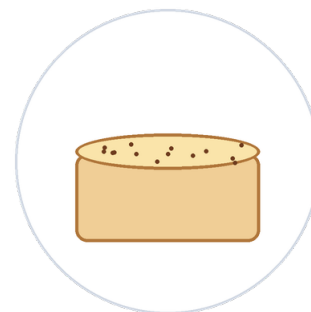
Products and markets



Vegetables and leafy greens



Fresh fruits



Bakery



Snacks and sweets



Spices and powders



Pickles and pantry



Export contracts and proforma invoices

United Kingdom (two importer contracts), Saudi Arabia (business agreement, July 2026) and Pakistan (proforma invoice, August 2026). Buyer names are not shown.



Sea: FOB Chattogram Port | Air: CPT Dhaka Airport

Food safety and certification



EPB enlisted

Enlisted exporter with the Export Promotion Bureau



Halal

Halal certification completed; copy on request



Phytosanitary

Form IX certificate per shipment, Plant Quarantine Wing



Origin

Certificate of origin where the buyer requires it



Trade licence

TRAD/DSCC/060807/2020, valid to 30 June 2027



Credit rating

ESME-3, outlook stable, from ECRL



GlobalGAP: training, not certification

Farmers in our network are trained in GlobalGAP practices. We do not claim GlobalGAP certification.

Shipping terms



FOB Chattogram Port

Spice powders, dry food items, aromatic rice, frozen vegetables and fish



CPT Dhaka Airport

Fresh fruits and fresh vegetables (Incoterms 2020)

People, farmers and community



Women in leadership

- Women lead the business as proprietor and CEO
- Women hold HR Manager and Account Manager roles
- Women work with the CEO, COO and CFO



Jobs and employment

- Packhouse: 3 to 10 daily-basis roles
- Grading and quality: 5 to 8 roles, permanent and daily basis
- Office: 13 roles [confirm]



Farmers and community

- 20 to 25 women farmers trained in GlobalGAP practices
- Partner growers and farm-linked suppliers
- Agreements with USAID and other NGOs completed before 2024 [add documents]

Ethics and compliance



Anti-bribery and anti-corruption policy



Whistleblowing and complaints procedure



Data protection and privacy statement



Employee and workplace policy



Independent audit

T. Hussain & Co., Chartered Accountants audited the year ended 30 June 2025 (report dated 5 March 2026). The opinion is qualified: the statements present fairly, except for the possible effects of a matter described in the basis for opinion section.

Environment and resources



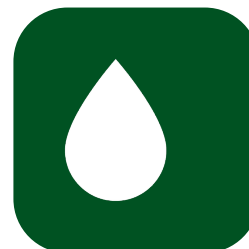
Cold chain

One owned commercial freezer maintains our cold chain for chilled and frozen products.



Packaging

Standard export packing uses paper board cartons and net bags. We will review plastic jars and PET bottles used for packaged foods.



Measurement

For FY 2025-26 we will record electricity, water, waste, packaging and freight fuel use as the baseline.

Targets come after a full year of measured data

We have not set reduction targets yet. The impact scorecard shows which measures we will report, and the targets will follow the FY 2025-26 baseline.

Impact scorecard

Revenue and staffing are measured. Environmental and social measures are listed for the FY 2025-26 baseline, and targets are set once that baseline exists.

Measure	Unit	FY 2024-25	FY 2025-26	Target
Revenue (audited)	BDT million	69.08	To be audited	Set later
Employees	people	53	Confirm	Set
Women employed	people	To confirm	To confirm	Set
Women farmers trained (GlobalGAP practices)	people	20 to 25	Confirm	Set
Shipments with a phytosanitary certificate	%	Confirm	Confirm	Set
Electricity use	kWh	Measure	Measure	Set
Water use	m ³	Measure	Measure	Set
Waste to disposal	kg	Measure	Measure	Set
Packaging material used	kg	Measure	Measure	Set
Freight fuel emissions	tCO ₂ e	Measure	Measure	Set

 Confirmed from audited accounts or company records

 To confirm or measure

Reporting hub and contact

Contact our team



Islam Arif, Chief Operating Officer



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Data notes and sources

- Financial figures: audited accounts for the year ended 30 June 2025, T. Hussain & Co.
- Credit rating: Emerging Credit Rating Ltd, valid 30 December 2025 to 29 December 2026
- Registrations and trade licence: company documents, as at 11 October 2026
- People figures: company records. Ranges need checking before publication
- Bracketed items are not yet confirmed

Next report

- Add measured FY 2025-26 data for energy, water, waste and packaging
- Set targets once a full year of data is available
- Report verified women-employment figures
- Consider external assurance for the next report