

**5**

**YEARS**

**ELSEWEDY ELECTRIC  
SUSTAINABILITY  
REPORT  
2022**

**ELSEWEDY  
ELECTRIC**

**ELSEWEDY  
ELECTRIC**

**OUR VALUE CREATION JOURNEY  
5 YEAR COMPREHENSIVE REPORT**



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# 01

## ABOUT THIS REPORT

Expanding upon our legacy, Elsewedy Electric is proud to uphold a strong commitment to sustainability and is delighted to unveil its Environmental, Social, and Governance (ESG) report for the year 2022. This report serves as a testament to our unwavering alignment with e& Group's vision for a more sustainable future and showcases our steadfast dedication to responsible business practices. This comprehensive report encompasses our ESG guidelines, performance, and activities and seeks to enhance our transparency with all stakeholders. As we prioritize sustainability, we will continue to keep our promise of sharing our accomplishments and advancements with the wider community.

### Scope and Reporting Period

This report presents Elsewedy Electric's Fourth sustainability report, which provides an overview of our ESG performance during the reporting period from January 1st to December 31st, 2022. Elsewedy Electric has reported per the GRI Standards, and the report includes disclosures in line with the UN Sustainable Development Goals and the following ESG frameworks (disclosures outside the reporting dates have been provided if relevant to the report's context).

### Reporting Frameworks

This report has been prepared in line with the Global Reporting Initiative (GRI) Standards, Task Force on Climate-Related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB), as well as the Corporate Sustainability Reporting Directive (CSRD) disclosure requirements. The report also features the UN Global Compact (UNGC) 10 principles. The Elsewedy Electric Group is a member of the UNGC as well as the GRI community and supports the mission of GRI to empower decision-makers everywhere through GRI Sustainability Reporting Standards and its multistakeholder network and to take action towards a more sustainable economy and world. We have also aligned our sustainability model with the Sustainability Context and ensured the completeness of the report's contents based on the best available data. In addition, we have applied the principles of accuracy, balance, clarity, comparability, timeliness, and verifiability throughout this report's preparation.

### Forward Looking Statements

This report may contain certain forward-looking statements relating to the organization's business. These may be identified in part using forward-looking terminology such as "will", "planned", "expected", and "forecast". Such statements reflect the organization's current views concerning future events and are subject to certain risks, uncertainties, and assumptions. Many factors could also cause the organization's actual results, performance, decisions, or achievements to be materially different from any future results that may be expressed or implied by such forward-looking statements.

### Earlier Sustainability Report

Our most recent sustainability report was published in 2022, covering the year 2021. This report features restatements of information from the previous report regarding policies, procedures, and management arrangements that have remained unchanged since the previous reporting period. Additionally, we have only included restated data from previous reporting cycles when it was necessary for assessing progress and maintaining comparability.

### Assurance

Masader, a corporate sustainability consulting firm (SAE), has provided a limited assurance statement on the content of this report. Please refer to the Limited Assurance Statement.

### Contact Point

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## 02 CEO & PRESIDENT LETTER

Dear Stakeholders,

I am delighted to write to you as we wrap up a successful year for Elsewedy Electric, a year characterized by resilience, sustained growth, and strategic expansion against the backdrop of a challenging global market.

Despite a volatile global market, our robust business model and strategic foresight have enabled us to deliver strong results. I am thrilled to announce that our top-line crossed the **EGP 90 BN** mark, a testament to our sustained growth and solid performance across all business segments. This success has been achieved amid inflationary pressures and a changing market landscape, underscoring the resilience and agility of our teams. In appreciation of your unwavering support and commitment, the Board of Directors proposed a distribution of EGP 0.40/share, reflecting our commitment to provide superior returns to our esteemed shareholders.

On the sidelines of the United Nations Climate Summit COP 27, we announced one of our key milestones of 2022 - the establishment of "Chapter Zero Egypt - The Directors' Climate Forum Association". This unique organization, emanating from a collaboration with the European Bank for Reconstruction and Development (EBRD), BDO Consulting, and LOBBY EGYPT Communication Advisory, aims to educate and raise awareness among company leaders about the opportunities and challenges of climate change. By motivating directors to prioritize climate change in their strategic planning, we aim to foster knowledge exchange, encourage sustainable development policies, and advance adaptation projects under the National Climate Change Strategy 2050.

We have started 2023 on a positive note, cautiously optimistic as the supply chain continues to improve, primarily driven by China's efforts to increase production post-COVID restrictions and a slight decrease in shipping costs.

The rising global awareness of ESG regulations is opening new financing streams for green projects and renewable energy, areas we are keen to invest in.

Our strategy to diversify has been integral to our success. As a leading global integrated infrastructure solutions provider, we have capitalized on our highly diversified portfolio and our global footprint of more than 110 countries to generate favorable outcomes and further grow our business model.

To stay ahead of evolving global markets, we have expanded our service offerings, including new digital solutions that are sustainably designed to address the challenges faced by our customers and partners. As part of our [sustainability strategy](#), we have significantly expanded the digital solutions segment through Elsewedy Digital, showcasing our commitment to leveraging cutting-edge technologies.

With the exponential rise in global demand for electric vehicles, we plan to expand the production of EV chargers across our manufacturing facilities. This strategic move aligns with our commitment to support global decarbonization efforts and positions Elsewedy Electric at the forefront of the green revolution.

As we move into the new year, our commitment to sustainability, innovation and value creation for all stakeholders remains stronger than ever. We are excited about the opportunities that lie ahead and look forward to your continued support as we strive to build on our success and make further progress in our journey towards sustainable growth.

Thank you for your trust and commitment.

**Ahmed Elsewedy**  
CEO, Elsewedy Electric



## 03 GROUP ESG, SUSTAINABILITY & CSR DIRECTOR LETTER

Dear Stakeholders,

It is with great pride and enthusiasm to present to you Elsewedy Electric's Sustainability Report, a culmination of our 5-year sustainability journey. This report is not merely a reflection of our achievements but also outlines our **strategic roadmap** to further enhance our commitment to sustainability.

Over the course of five years, we have made substantial strides in our sustainability performance. We are proud to announce that our efforts have been recognized across multiple international Environmental, Social, and Governance (ESG) rating platforms.

Our commitment to sustainable practices has not gone unnoticed. In 2022, **S&P Global Ratings**, we improved our score by a significant 11 points compared to 2021, achieving a noteworthy **37 points**. At EcoVadis, we elevated our ranking from Bronze in 2020/2021 to the **silver medal in 2022**, placing us in the **top 25%** of rated companies. Moreover, our risk rating from **Sustainalytics** has decreased from an initial score of 26.9 to an ESG risk rating of **20.2**, indicating a **medium risk level**.

In our effort to support sustainable development goals, we partnered with the World Food Program (WFP) to build advanced **E-Government GeoPlatforms** for territorial planning. This collaboration underscores our commitment to leveraging technology for sustainable growth and development.

On the environmental front, our initiatives have been key driving our sustainability journey. We implemented the Sunlight **SOLERA SUN SQUARE**, an off-grid solar-powered hub in Zambia. This project has already made a significant impact, benefiting over **30,000 rural Zambians**. We also completed our **5th carbon footprint report**, advancing our methodologies and expanding reporting boundaries. To further demonstrate our commitment to combating climate change, we joined the **Science Based Targets** initiative, committing to set near-term targets.

As we look ahead to the launch of "**Chapter Zero Egypt – The Directors' Climate Forum Association**" in 2023, we expect to observe profound transformations. We anticipate an uptick in **climate change awareness** among company leaders, leading to more sustainable business strategies. Expect a surge in **collaborations** promoting environmental action, and a **measurable decrease** in our collective carbon footprint. Moreover, our influence on **climate-related policies** will grow, shaping a more sustainable business landscape in Egypt and beyond. This initiative will be a **game-changer** for sustainable development.

In the social realm, we celebrate the victory of **13 students** from **Elsewedy Technical Academy (STA)** in the 2022 edition of the Beamline for Schools global competition in physics. We also successfully launched the second round of the **EET&D Tamkeen Learning Program** following its remarkable success in 2021.

On the governance side, **100% of our employees**, including those at our subsidiaries, received training on compliance policies. We were honored to participate in the **Corporate Knights** ranking of 2022 Global 100 Most Sustainable Corporations in the World, among 7,000 public companies. To further strengthen our governance, we enhanced **board diversity**, strengthening our commitment to inclusive governance.

These achievements mark significant milestones in our sustainability journey, but we are not resting on our laurels. As we look to the future, our focus remains on creating a sustainable and **inclusive environment** for all our stakeholders. We are committed to pushing the boundaries of what we can achieve in sustainability. We will continue to **innovate, collaborate, and lead** in our effort to create a more sustainable and inclusive future.

Thank you for your unwavering support and trust in our efforts. Together, we can make a difference.

### **Manal Hassan**

Chief Sustainability Officer - Elsewedy Electric  
Vice Chairman Elsewedy Electric Foundation

# 04

## 2022 EESG HIGHLIGHTS



### EESG Performance <sup>1</sup>

#### GOVERNANCE & ECONOMY

- ▶ Revised and updated all group environmental and social policies and procedures.
- ▶ Established a corporate-wide Environmental and Social Management System.
- ▶ **100%** of Employees across all subsidiaries received training on Compliance Policies
- ▶ Group Revenues : **EGP 92,168 million (+52.2% y-o-y)**
- ▶ **Clean revenues: EGP 32.2 billion (35% from total group revenues)**
- ▶ Gross Profit: **EGP 13,523 million (+60.3% y-o-y)**
- ▶ EBITDA: **EGP 9,184 million (+40.5% y-o-y)**
- ▶ **+12.2% y-o-y** in revenues from the Renewables IPP segment
- ▶ Net Profit after Minority: **EGP 5,148 million (+50.7 y-o-y)**
- ▶ **20%** women representation on the Board from 10% in 2021

#### TECHNOLOGY & INNOVATION

- ▶ Expanded **Digital Solutions** through **Elsewedy Digital**.
- ▶ Developed a group digital master data management platform.
- ▶ Launched “Elsewedy Electric My Benefits” mobile application for employees.
- ▶ Successful completion of a prototype for smart building technology in the Gate Towers of New Alamein.
- ▶ Development of the first Egyptian smart irrigation system.
- ▶ Introduced **Symbiot**, an **IoT-powered Intelligent software suite**.
- ▶ Opened the first Technology Design Center in Slovenia, with strategic hubs in Egypt and India.
- ▶ Developed latest tech Fiber Optic Cables range.

#### PLANET & RESOURCES

- ▶ Published a Group **Biodiversity Policy** and developed Land Acquisition Procedures as part of the corporate-wide ESMS.
- ▶ Published a Group **Environmental Policy**.
- ▶ Elsewedy Electric has committed to set near-term organization-wide emission reductions in line with climate science with the SBTi.
- ▶ Expanded the boundaries to cover **22** facilities in 2022 from **18** in 2021 and improved the data quality of GHG emissions accounting.
- ▶ Total Scope 1+2 GHG emissions in 2022 amounted to 148,890 mtCO<sub>2</sub>e.
- ▶ Industrial waste generation of 68,031 tons, with **86%** diversion rate
- ▶ Collaborated with organizations like the World Food Program (WFP) to build advanced E-Government GeoPlatform for territorial planning, supporting sustainable development goals.
- ▶ Implemented the Sunlight SOLERA SUN SQUARE, an off-grid solar-powered hub in Zambia, benefiting over **30,000** rural Zambians.
- ▶ Signed an agreement for the construction of a **90 MW PV solar plant** and **25 MW** of batteries in Angola.
- ▶ Upgraded the Balana **Wastewater Treatment Plant** to increase its capacity by 60,000 m<sup>3</sup>/day.

#### PEOPLE & COMMUNITIES

- ▶ **13** students from Elsewedy Technical Academy (STA) participated and won in the 2022 edition of the Beamline for Schools global competition in physics.
- ▶ **22** STA Students ranked in the top 10 across Egypt in Industrial & Commercial Dual Education.
- ▶ STA plans to launch its **3-year** secondary school program Sokhna.
- ▶ Elsewedy Electric hosts its 4th annual HR conference gathering graduates from **Elsewedy Harvard Development Programs**.
- ▶ Launched the 2nd round of EET&D Tamkeen Learning Program.
- ▶ **118** new talents have joined the graduate development program.
- ▶ **16.65** average training hours per employee.

<sup>1</sup> All monetary figures represent FY 2022 (as of 31st December 2022, unless otherwise stated).

## ESG as a Critical Differentiator

As Elsewedy Electric, we have transformed from a leading local producer of electrical products into a major provider of integrated infrastructure solutions. We recognize our responsibility and endless opportunities we have to play a significant role in supporting Egypt's ambitions for a sustainable and inclusive economy. Our role is to provide our investors with strong financial returns, while creating a positive impact on society. We are committed to empowering our stakeholders and creating long-lasting value for our employees, people, and communities.

By implementing our strategy, we are able to contribute to Egypt's Vision 2030 and the strategic commitments to the UN Sustainable Development Goals (SDGs), we are dedicated to establishing a comprehensive ESG data management system through the adoption of appropriate frameworks, policies, and procedures.

Elsewedy Electric has consistently enhanced its disclosure practices in accordance with widely recognized ESG frameworks that establish global sustainability reporting standards.

## COP27: Collaborating on Egypt's Efforts Towards Clean Energy Conversion

### Introduction

The 27th United Nations Climate Change Conference (COP27) provided an opportunity for global leaders, organizations, and companies to come together and address the urgent challenges of climate change. Elsewedy Electric, a leading integrated energy and infrastructure solutions provider in the Middle East and Africa, actively participated in COP27, demonstrating its commitment to sustainability and green initiatives. This section highlights the key sustainability initiatives undertaken by Elsewedy Electric in preparation for, during, and after COP27.

200 ▶ NATIONS

35k ▶ INDIVIDUALS



### Preparation for COP27

#### Green Transportation Solutions

An initiative has been launched to construct Sharm El-Sheikh's largest electric charging station exclusively for the COP27 conference. This is part of Egypt's commitment to environmental sustainability and its goal of becoming an ecologically friendly nation.

The charging station can accommodate electric buses with power ratings ranging from 60 to 120 kW. Elsewedy Electric Transmission & Distribution (T&D) is leading the way in this endeavor and has successfully built the charging station in Sharm El-Sheikh.

Remarkably, **85%** of the infrastructure and mechanical components were locally manufactured, showcasing the country's capacity for sustainable technology production. Building upon this achievement, Elsewedy Electric established the Adly Mansour Central Interchange Station, which works in collaboration with prominent bus manufacturers Higer & MCV.

This interchange serves as the first-of-its-kind charging station, providing essential charging services for electric public transport buses. Furthermore, advanced electronic systems will be implemented to manage crucial aspects such as schedules, arrival times, electricity consumption rates, battery status, and targeted charging dates.

Elsewedy Electric's involvement in this transformative project highlights its pivotal role in promoting green transportation in Egypt. The organization has acted as the main contractor, overseeing the establishment of a large-scale charging station capable of accommodating up to 140 electric buses in Sharm El-Sheikh.

This initiative not only contributes to a robust transport system in the city but also supports the realization of President Abdel-Fattah El-Sisi's vision for Sharm El-Sheikh to become a model green city.

In addition, Elsewedy Electric is collaborating with the government to establish 50 additional electric charging stations across various locations, catering to the needs of private electric vehicles.

These proactive measures underscore Elsewedy Electric's unwavering dedication to advancing sustainable transportation and reducing carbon emissions.



- ▶ In 2023, Elsewedy Electric is participating again in the S&P CSA annual questionnaire. Notably, the organization achieved a **score of 37 points** in the 2022 questionnaire, which marks **an improvement of 11 points** compared to the previous year (2021). We remain committed to our efforts to further enhance our score in the future.
- ▶ The Group has disclosed its performance according to the CDP questionnaire since 2021 on "Climate Change" and "Water Security". We have scored **"C"** and we're working to improve our alignment with CDP, we have continued our revision of governance, strategy, risk assessment, and targets on water and climate issues. We continue to disclose in 2023.
- ▶ Elsewedy participated in the Corporate Knights ranking of 2022 Global 100 Most Sustainable Corporations in the World among 7,000 public companies with a revenue of over US \$1 billion.
- ▶ Elsewedy Electric has been awarded EcoVadis **Silver medal** ranking (top 25%) in 2022.
- ▶ Elsewedy Electric has been included in the MSCI ESG Rating and is expected to be scored in 2023.
- ▶ Elsewedy Electric is currently rated **Medium Risk** by Sustainalytics with an ESG risk rating of **20.2**



### Partnership for Egypt's High-Speed Rail Network Operation and Maintenance

Elsewedy Electric, in collaboration with German Deutsche Bahn International Operation (DBIO), has signed a term sheet with the National Authority for Tunnels to undertake the operation and maintenance of Egypt's high-speed rail network projects.

The signing ceremony took place during a meeting with the Egyptian President, Prime Minister, and other key officials, including Transportation Minister, National Authority for Tunnels (NAT) Chairman, Deutsche Bahn (DB) Engineering, Consulting, and Operations (ECO) Group CEO, and Elsewedy Electric's President and CEO and the Chief Innovation Officer.

This state-of-the-art high-speed network will encompass three lines, each serving a vital connection within Egypt. The green line, spanning 660 km, will link Ain Sokhna, El Alamein, and Marsa Matrouh cities.

The blue line, stretching 1,100 km, will connect Greater Cairo to Abu Simbel, while the red line, covering 225 km, will join Luxor with Hurghada and Safaga harbour along the Red Sea.

The signing of the term sheet in Alamein City comes as Egypt intensifies its sustainability endeavours in anticipation of hosting COP27 by the United Nations Framework Convention on Climate Change (UNFCCC).

Through this partnership, the operation and maintenance of Egypt's high-speed rail network will be in capable hands, supporting the country's sustainable development goals and contributing to its transportation infrastructure advancements. This will not only ensure efficient management but also enable the hiring, training, and knowledge transfer to local talents.



### COP27 Initiatives

#### Partnership for the Green Hydrogen Project

Elsewedy Electric has joined forces with ReNew Power Private Limited, a subsidiary of ReNew Energy Global Plc, to embark on an ambitious initiative. Together, they have signed a Framework Agreement with the Egyptian Government to collaboratively develop, finance, construct, operate, and maintain a groundbreaking green hydrogen project, along with its associated ancillary facilities.

This significant agreement involves several key stakeholders, including The Sovereign Fund of Egypt's Infrastructure & Utilities Sub Fund (TSFE), the New and Renewable Energy Authority (NREA), the Egyptian Electricity Transmission Organization (EETC), and The General Authority for Suez Canal Economic Zone (SC Zone). Notably, the project aligns with Egypt's National Green Hydrogen Strategy, which was unveiled during COP27.



The partnership between Elsewedy Electric and ReNew Power aims to develop a state-of-the-art green hydrogen facility with its related infrastructure. The project's ultimate objective is to produce a staggering 220,000 tons of green hydrogen annually, enabling a substantial reduction in carbon emissions. The implementation will occur in multiple stages, starting with a pilot electrolysis plant set to generate an initial annual output of 20,000 tons of green hydrogen. Subsequently, the project will scale up, increasing the annual production to 200,000 tons and achieving a total output of 220,000 tons.

Building upon the signed Framework Agreement, the project's "Partners" will undertake comprehensive studies in the following months, leading to the Final Investment Decision (FID). Consequently, the pilot phase of the project is anticipated to be commissioned in 2026.

During the official signing ceremony, the President and CEO of Elsewedy Electric, emphasized the pivotal role of Green Hydrogen in achieving carbon neutrality.

He reiterated the organization's commitment to increasing investment in this industry, further diversifying Elsewedy Electric's portfolio to impact various sectors in line with their sustainable integrated solutions strategy.

Moreover, the CEO expressed the organization's dedication to supporting the localization of feeding industries for Green Hydrogen within Egypt, thus paving the way toward achieving net-zero emissions, he also served as the keynote speaker at the "Green Fuel Ready" panel within the Suez Canal Economic Zone during COP27.

The Chairman and CEO of ReNew Power, also highlighted the significance of this partnership, emphasizing the need for global leadership in combating climate change.

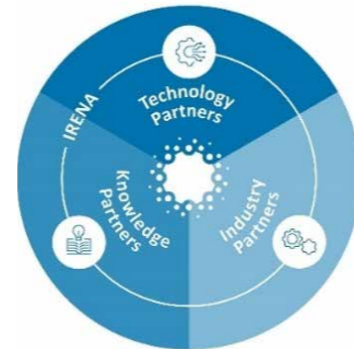
The CEO stressed that Green Hydrogen plays a vital role in decarbonizing major hard-to-abate industries worldwide. He commended the Government of Egypt for its forward-thinking approach and demonstrated how the Framework Agreement positions ReNew Power as a pioneering force in this emerging sector.

### Alliance for Industry Decarbonization CEO Roundtable

Elsewedy Electric actively participated in the CEO Roundtable of the Alliance for Industry Decarbonization, a significant step toward decarbonizing the industrial sector.

The Alliance, which has grown from 14 to 23 leading industry partners, aims to accelerate net-zero ambitions and decarbonize industrial value chains through dialogue and collaborative action.

Six distinguished working groups, including Elsewedy Electric, committed themselves to report on their progress at COP28 in the UAE.



### Elsewedy Electric's Contribution to EBRD Green Cities at COP27

Elsewedy Electric is actively involved in the EBRD Green Cities projects, supporting urban sustainability efforts at COP27. Notably, the organization is participating in the rehabilitation and upgrade of Cairo's metro system.

These projects demonstrate Elsewedy Electric's commitment to improving urban transport infrastructure while promoting sustainability.

The EBRD Green Cities initiative aims to create a sustainable future by addressing cities' environmental challenges through infrastructure investments and policy measures.

The program also emphasizes gender equality in the transition to a green economy, ensuring equal access to urban infrastructure services and green jobs.

Since 2016, the EBRD Green Cities program has supported 80 green infrastructure projects in over 50 cities, totaling €2.3 billion in investment.

These projects include electric buses, building retrofits, energy efficiency improvements, and localized renewable energy solutions, resulting in a substantial annual reduction in emissions.

In 2022, several cities completed their GCAPs, while new cities joined the program.

The inclusion of gender equality components in all new GCAPs and 88% of Green Cities projects highlights the commitment to inclusivity.



The program also focuses on energy resilience, including renewable energy and district heating projects. A solar district heating project in Pristina, for example, replaces solid fuel heating systems, reducing emissions and improving energy efficiency.

Additionally, the organization is contributing to the construction of sustainable transportation infrastructure in 6 October City.

This development aims to improve mobility, reduce emissions, and create a more sustainable urban environment in the city.

### Chapter Zero Egypt – The Directors' Climate Forum Association

Eng. Ahmed Elsewedy during the United Nations Climate Summit COP 27 in November 2022 announced the establishment of "Chapter Zero Egypt - the Directors' Climate Forum Association". This NGO aims to educate and raise awareness among corporate boards of directors about the opportunities and challenges associated with climate change. With the support of the European Bank for Reconstruction and Development (EBRD), the Climate Governance Initiative (CGI), and the association's founding group, this initiative seeks to unite companies, civil society members, and stakeholders in reducing the impact of climate change. The primary objective of this initiative is to educate corporate boards of directors about the opportunities and challenges posed by climate change.

The association's establishment process commenced with the first founders' meeting, where a group of board directors from Egyptian companies participated. Eng. Ahmed Elsewedy was elected as the first Chairman, with Eng. Tarek El Gamal and Dr. Shereen Abbas Helmy holding the roles of Vice Chairman and Treasurer, respectively. This diverse leadership team represents the collective expertise and commitment to address climate change challenges.

The initiative aligns with EBRD's Green Economy Transition (GET) 2021-2025 approach, emphasizing the importance of supporting the transition towards a low-emission green economy.

With Egypt being a key partner for EBRD, the association's formation holds particular significance, given the challenges faced by the Egyptian economy due to climate change.

Through its participation in these projects, Elsewedy Electric demonstrates its commitment to advancing sustainable urban transport and supporting the transition to a greener and more resilient future for Cairo and 6 October City, aligning with Egypt's preparations for COP27.



**“Green Hydrogen is the catalyst for Carbon Neutrality. Therefore, we are committed to inject more investment in this Industry. Partnering with one of the world's leading renewable energy companies diversifies Elsewedy Electric's portfolio to impact different sectors, in line with our strategy that aims at providing sustainable integrated solutions in order to support communities' betterment. We are also keen to support the localization of the Green Hydrogen's feeding industries in Egypt; paving the way to achieving Net Zero. This comes as part of Elsewedy Electric's long-term sustainability strategy, leveraging Egypt's National Climate Change Strategy 2050 and supporting the global efforts to address Climate Change.”**

*Eng. Ahmed El Sewedy - President and CEO, Elsewedy Electric*

The association aims to provide recommendations and conduct studies that support the private sector from environmental, economic, and social perspectives. Hosting COP 27, Egypt demonstrates its dedication to accelerating global climate action and supporting finance flows for African and developing countries to tackle future challenges.

The establishment of "Chapter Zero Egypt - the Directors' Climate Forum Association" marks a significant milestone in Elsewedy Electric's commitment to addressing climate change. By educating and raising awareness among corporate boards of directors, this initiative creates a platform for knowledge sharing, consultation on climate-related issues, and the formulation of climate-conscious strategies. As a key player in the transition to a low-carbon economy, Elsewedy Electric reinforces its dedication to sustainability and its role in shaping a greener and more resilient future.



**"We are proud to move forward in our partnership with Egypt as it shows global leadership in taking on the existential threat of climate change. Green Hydrogen is critical for decarbonizing major hard-to-abate industries globally. This Framework Agreement shows that ReNew Power, with partners such as the Government of Egypt, intends to take a pioneering and leadership role in this emerging sector- in global efforts to combat climate change. Green growth in the Middle East and Africa region is extremely important for the global economy and ReNew Power is ready to partner for this growth."**

*Sumant Sinha, Chairman and CEO, ReNew*

### Future Prospects

Elsewedy Electric's active participation in COP27 and its commitment to sustainability initiatives demonstrate the promising future of our organization, we aim to further support and work on the sustainable development of Egypt through various projects and partnerships such as the Green Hydrogen Project. The organization's involvement in the Alliance for Industry Decarbonization CEO Roundtable further showcases its dedication to decarbonizing the industrial sector and driving collaborative action. Moreover, Elsewedy Electric's contribution to the establishment of charging infrastructure for electric buses and plans to expand electric charging stations for private cars highlight its commitment to sustainable transportation. With a focus on renewable energy, waste management, and sustainable infrastructure, we will continue to be well-positioned as a key player in shaping a greener and more sustainable future.

## 2022 Mega Projects

### Sustainable Transportation Solutions in COP27

Elsewedy Electric actively participated in COP27 and played a crucial role in constructing a large charging station for electric buses in Sharm El-Sheikh. We aligned with the 27th United Nations Climate Change Conference and equipped the station to accommodate up to 140 electric buses.

Read more under "COP27: Collaborating on Egypt's Efforts Towards Clean Energy Conversion"

### Sokhna 360

Sokhna 360, developed by Elsewedy Industrial Development in collaboration with Surbana Jurong, is a pioneering integrated industrial city in the region. Spanning 10 million sqm within the Suez Canal Economic Zone (SCZone), Sokhna 360 offers lucrative trade incentives and networking opportunities for investors. With four main zones (industrial, residential, commercial, and educational) and a logistics zone of 5.7 million sqm, this \$3 billion project reimagines the future of industrial development.

Read more under "Sokhna 360 the First Sustainable and Integrated Industrial City in Egypt".



### October Dry Port

Elsewedy Electric, in partnership with the General Authority for Land and Dry Ports and DB Schenker, is undertaking the groundbreaking October Dry Port project. This first-of-its-kind dry port in Egypt spans 420,000 sqm. The port features a railway system, container yards, storage facilities, administrative offices, and customs areas. Connected to Alexandria and El Dekheila port via a fast railway network, it reduces congestion, CO2 emissions, and streamlines logistics.

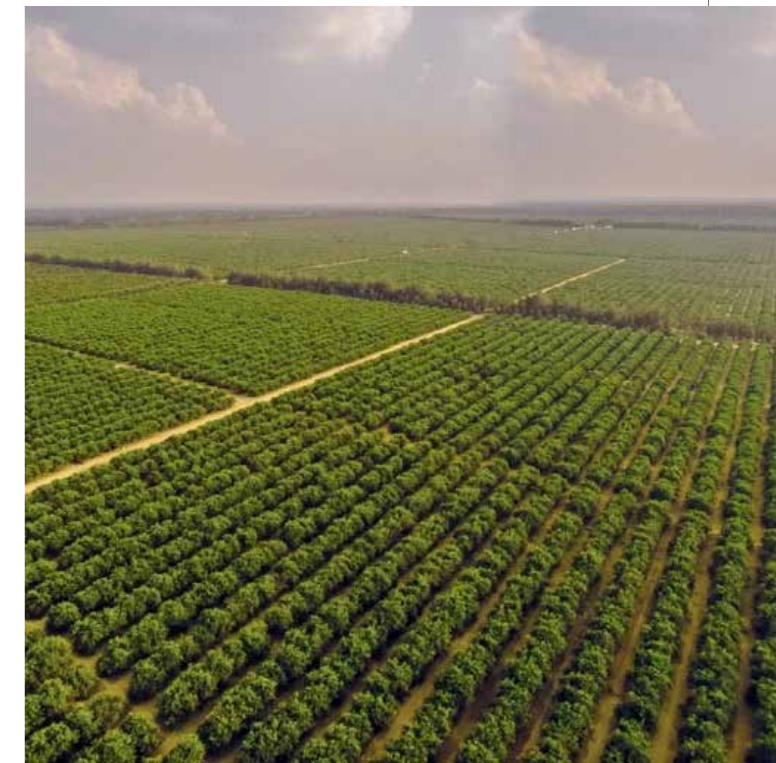


### Egypt's Agricultural Vision

Elsewedy Electric T&D has played a vital role in agricultural development by executing land reclamation projects in Toshka. The organization successfully completed the South Valley Development Infrastructure Works project in Zone J & K, Toshka. Expanding their presence in Toshka-South Valley, Elsewedy Electric T&D is now involved in an EPC project for irrigation water networks. Additionally, the organization is engaged in another project in Toshka Zone O2, constructing water irrigation networks and related infrastructure.

Elsewedy Electric, in collaboration with the National Service Projects Organization (NSPO), has established a new factory in Ain Sokhna City to manufacture Center Irrigation Pivots for the first time in Egypt. The factory has successfully supplied 10 units for the East Owayenat project and aims to supply and install 1,000 units of Center Irrigation Pivots. With 80% locally manufactured components, this project contributes to job creation and economic growth in the industrial sector.

Read more under "The Egyptian Pivot Smart Irrigation System"



## Balana Water Solution

Alex Shipyard, Veolia Water Technologies, and Elsewedy Environmental Solutions were awarded a contract to upgrade the Balana Wastewater Treatment Plant for the Aswan Water and Wastewater Organization.

This contract, valued at EGP 567 million, will increase the plant's capacity by 60,000 m<sup>3</sup>/day, contributing to Egypt's water sector development.

Read more under "Balana Waste Water Treatment Project".

## Dabaa Pumping Station

Elsewedy Electric Infrastructure has successfully tested 10 large pipelines covering a length of 2000m for transmitting irrigation water in the Egypt's Future project. This project aims to reclaim new lands for agriculture and is part of the larger New Delta project. Elsewedy Electric Infrastructure has received the "Proudly Made in Egypt" trademark, recognizing the quality of its products.

Read more under "El-Dabaa Water Transmission".

## Hammam Pumping Stations

Elsewedy Environmental Solutions has been awarded the responsibility of the construction of Pumping Station (4), our project was intended for civil works, electromechanical installation, and the supply of equipment in 2021, and in 2022, we achieved our first milestone and contributed towards the completion of the world's largest agricultural wastewater treatment plant, and the water transmission lines for land reclamation at Al Dabaa.

Read more under "Al Hammam Pumping Station 4: Revolutionizing Agricultural Wastewater Treatment".

## Hayah Karima

Elsewedy Electric contributes to the Hayah Karima development project, valued at 5.67 billion EGP, by providing integrated infrastructure solutions. This initiative, involving over 20 ministries, aims to alleviate poverty and improve the lives of the underprivileged. Elsewedy Electric's role includes installing the medium voltage network, supplying materials, and employing over 800 workers. This collaboration with the government promotes economic enhancement and local development.

Read more under "Hayah Karima Development Project".



## Spain Cables

Elsewedy Cables signed two turn-key contracts totaling USD 1.76 million with Spanish Solaria Ingenieria y Construccion Fotovoltaica. The contracts entail the supply and installation of high-voltage cables and accessories for two photovoltaic solar plants in Palencia, Spain, bolstering Elsewedy Electric's presence in the European renewable energy market.

Read more under "Elsewedy Cables Expands into Spain's Renewable Energy Sector".



## Kuwait Golden Working-Record

Elsewedy Electric's subsidiary, Egytech Cables, has been awarded six contracts worth KWD 42.09 million by the Public Authority for Housing Welfare in Kuwait.

Elsewedy Electric has a successful track record includes supplying 60% of HV cables in Kuwait and implementing projects using advanced technologies and approved standards.

Read more under "A Kuwaiti Golden Working-Record Built on Trust".



# 05

## GROUP OVERVIEW HIGHLIGHTS

Elsewedy Electric's product portfolio offers a wide selection of wires, cables, and accessories that meet international standards, thanks to over 40 years of expertise in the manufacturing business and the ability to provide efficient, cost-effective, high-end, quality products and innovative solutions. It also offers power, special, and telecom cables, winding wires, OHTL & OPGW, steel goods, insulators, cable accessories, explosion-proof equipment, and plastics to over 100 countries, as well as having an annual production capacity of around 350,000 tons across 14 of our factories.

We have a proven track record of carrying out challenging projects, resulting in the production of 23GW of energy in ten years and executing more than 265 projects across 27 countries. We strive to serve our customers wherever they need us, looking for ways to develop markets and introduce new services to countries worldwide. Our ever-expanding global presence has strengthened over the years, with 24 factories in Africa, 5 in Asia, and 2 in Europe. We now have 31 production facilities across the globe. We aim to penetrate more markets with an eco-friendly approach to guarantee a more sustainable future.

**31 FACTORIES | 19 COUNTRIES | 110 EXPORTING COUNTRIES**



- CABLES & ACCESSORIES
- ELECTRICAL PRODUCTS
- METERS
- TRANSFORMERS
- TELECOMMUNICATION
- RENEWABLE ENERGY
- PROJECTS & DEVELOPMENT
- EXPORT



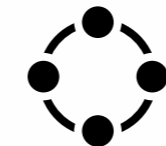
### Our Vision

Our organization is driven by a vision of a sustainable, inclusive, and resilient energy future, which motivates us to take action across our entire value chain. Our goal is to engage all stakeholders in the transformation of the energy system towards sustainability and to become a global leader in providing energy, services, and value.



### Markets and sectors

The Group serves five key sectors: from Industry and EPC to Technology, Investment and Development. Elsewedy Electric creates future-fit integrated solutions and implements projects that improve lives for millions of people across 19 countries.



### Business lines

The Group Operates within 5 business lines, each managed independently and supported by the board through oversight and definition of strategic business priorities.

- Wire, Cable & Accessories
- Electrical Products
- Engineering & Construction
- Digital Solutions
- Infrastructure Investment

**31**  
Production Facilities

**19**  
Operation Countries

**110**  
Exporting Countries

## Wire, Cable & Accessories

- Energy Cables
- Special Cables
- Fiber Optic Cables
- OHTL & OPGW
- Steel Applications
- Winding Wires
- Cable Accessories
- Plastics
- Insulators
- Explosion Proof
- Metals

## Electrical Products

- Transformers
- Busway
- Fiber Glass Poles
- Complimentary Products

## Engineering & Construction

- Power Generation
- Power Transmission
- Power Distribution
- Water Solutions
- Public & Civil Works
- Monument Restoration

## Digital Solutions

- Energy Management
- Telecom & Networking
- System Integration
- Data Center Solutions
- Government Solutions

## Infrastructure Investment

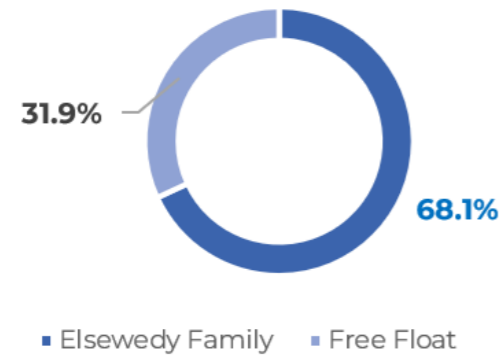
- Industrial Development
- Ports & Logistics Development
- Energy & Water Investments
- Utility Development

## Stock Information

Incorporation	Egypt
Sector Industrial	Industrial Manufacturing
Index	EGX 30
Full Listing on the Egyptian Exchange	(SWDY.CA)
Issued Shares	2,184,180,000 Shares
Share Price	EGP 11.64
Market Capitalization	EGP 25.42 Bn

\* All the above information is as of 31 December 2022.

### Shareholders Structure (As of 31 December 2022)



## Financial Performance <sup>2</sup>

Elsewedy Electric benefits from economies of scale through a close network of localized production and distribution centers, as well as a global coordination center in Cairo, all while retaining its local producer advantages. Moreover, we have made significant investments in information and communication technology (ICT) infrastructure to connect our geographically dispersed factories and offices, facilitating the sharing of data and knowledge. This has resulted in reduced costs and faster, more efficient operations.

**Consolidated Revenues** grew by **50.6%** y-o-y to **EGP 29,595 million** in FY 2022 on the back of the strong performance of Elsewedy Electric's cables segment and the solid growth in turnkey projects. Aside from meters, all other segments showed promising growth for the period.

**Gross Profit** increased by **73.5%** y-o-y to reach **EGP 5,066 Mn** in FY 2022, driven mainly by the improved profitability of turnkey projects coupled with the solid performance of the wire and cable segment.

**Selling, General, and Administrative (SG&A)** expenses reflected the Group's expansion efforts, increasing by almost **48%** y-o-y, amounting to **EGP 1,637 million** which is partly due to the new hires resulting from the organization's expansion plans coupled with the currency movement effect and inflationary effect.

Earnings before Interest, Taxes, Depreciation, and Amortizations (EBITDA) increased by 33% y-o-y to EGP 3,056 million in FY 2022, while the EBITDA margin was 10.3% compared to 11.7% one year previously.

**Net Income after Minority Interest** grew by **79%** y-o-y to **EGP 2,236 million** in FY 2022, up from the net income of EGP 3,028 million in the previous year. Net profit margin came in at 7.9% in FY 2021 against 6.6% in the previous year.

**The Net Debt** position for Elsewedy was reported as **EGP 14,621 million** as of December 2022, compared to a net cash position of EGP 6,116 million booked in December 2021. The y-o-y increase is mainly driven by the contingency planning efforts deployed in anticipation of delays in commodity deliveries and supply-related shortages that could potentially impact operations. The increase in net debt was driven by: Continued raw materials stocking, the coverage of associated freight costs, acceleration of payments to suppliers and Forex effect.

**Inventory** came in at **EGP 24,180 million** as at 31 December 2022, versus the **EGP 13,321 million** recorded as at 31 December 2021.

**Accounts Receivable** booked **EGP 26,056 million** as at 31 December 2022, against the EGP 15,043 million recorded at yearend 2021, while **accounts payable** rose by **58.1%** between year-end 2021 and 2022, to reach **EGP 13,720 million** as at 31 December.

## 2022 Summary Income Statement

EGP	Q4-2022	Q4-2021	% CHANGE	FY2022	FY2021	% CHANGE
REVENUE	29,595,110	19,654,518	50.6%	92,167,519	60,541,422	52.2%
GROSS PROFIT	5,066,391	2,920,048	73.5%	13,523,218	8,435,300	60.3%
GROSS PROFIT MARGIN	17.1%	14.9%	-	14.7%	13.9%	
EBITDA	3,056,436	2,297,616	33.0%	9,183,864	6,537,089	40.5%
EBITDA MARGIN	10.3%	11.7%	-	10.0%	10.8%	
NET INCOME AFTER MINORITY	2,325,599	1,301,448	78.7%	5,417,668	3,594,899	50.7%
NET INCOME AFTER MINORITY MARGIN	7.9%	6.6%	-	5.9%	5.9%	-

## Revenue by Segment

**Wires and cables** secured its leading position as the Group's largest contributing segment to total revenues, with the segment's revenues coming in at EGP 13,490 million in Q4 2022, increasing by 44.1% y-o-y and accounting for 46% of the Group's consolidated revenues.

**Turnkey projects** saw its revenues grow by 47.1% y-o-y to record EGP 12,884 million in Q4 2022 and contributing 44% to total Group revenues. The segment's backlog came in at 85.8 billion with 69% of the projects contracted in Egypt.

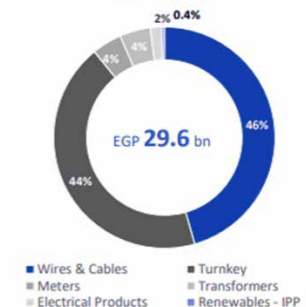
**Meters revenues** came in at EGP 1,289 million in Q4 2022, growing by 102.2% y-o-y due to increasing volumes and prices. Revenue contribution of the segment reached 4% to consolidated revenues.

**Transformers** reported revenues of EGP 1,330 million in Q4 2022, up by 123.1% y-o-y and contributing 4% to total revenues. Expansion in the segment's revenues was driven by enhancement in contract pricing across the markets.

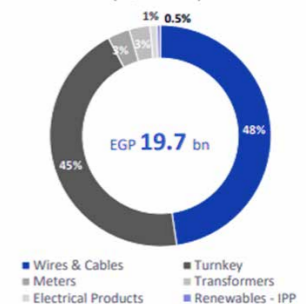
**Other electrical products** saw its revenues reach EGP 490 million, up by 147.4% y-o-y supported by increased local demand and contributing 2% to consolidated revenues.

**The Renewables segment** contributed 0.4% to consolidated revenues recording EGP 112 million, an increase of 14.2% y-o-y.

Revenue by Segment  
(Q4 2022)



Revenue by Segment  
(Q4 2021)



<sup>2</sup> For more information, refer to [Elsewedy Electric's Consolidated Financial Statement FY 2022](#)

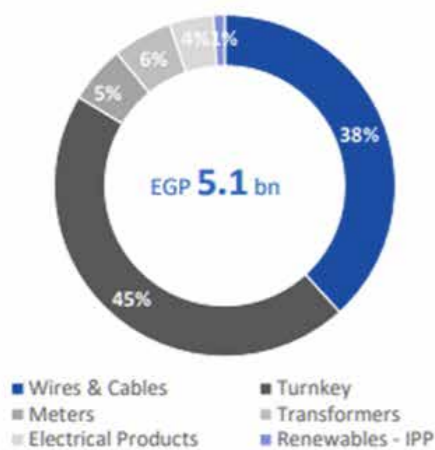
	YOY Revenue (EGP)	% Change between Revenue FY2021 and FY2022
Wires and Cables	92,167,519	47.5%
Turnkey Solutions	43,709,751	53.4%
Meters	4,076,212	70.2%
Transformers	3,713,681	83.2%
Electrical Products	1,310,639	80.6%
Renewables - IPP	415,650	12.2%

### Gross Profit by Segment

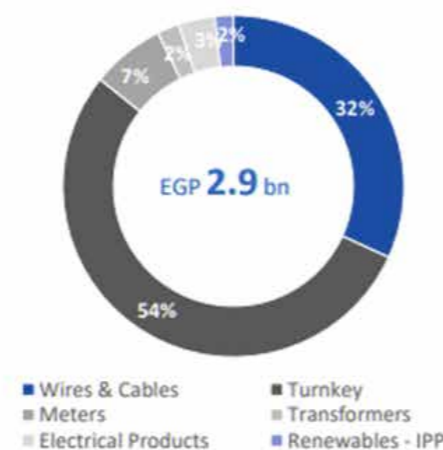
Turnkey projects segment was the largest contributor to consolidated gross profit at 45%, with gross profit coming in at EGP 2,301 million in Q4 2022, growing by 46.1% y-o-y. The Wires and cables segment came in as the second largest contributor to the Group's gross profit accounting for 38% of consolidated gross profit. Gross profit for the segment recorded EGP 1,938 million in Q4 2022, reflecting a notable increase of 108.5% y-o-y.

	Gross Profit (EGP)	% Change between Gross Profit FY2021 and FY2022
Wires and Cables	5,942,422	89.2%
Turnkey Solutions	5,002,082	35.7%
Meters	1,038,094	44.8%
Transformers	679,849	82.8%
Electrical Products	635,241	89.7%
Renewables - IPP	225,530	22.0%

Gross Profit by Segment (Q4 2022)



Gross Profit by Segment (Q4 2021)



## Delivering Sustainable Value

In 2022, the Group saw further growth in the portion of its revenue coming from investments into sustainable technologies, with the aim of further expanding its contribution to a sustainable and resilient energy system.

CLEAN REVENUES						
SEGMENT	2020		2021		2022	
From carbon neutral cables	EGP 11.3 billion	24% of total Revenue	EGP 18.1 billion	30% of total Revenue	EGP 27.3 billion	30% of total Revenue
From smart grid technology for renewables	EGP 2.7 billion	5.8% of total Revenue	EGP 2.4 billion	3.9% of total Revenue	EGP 4.1 billion	4.4% of total Revenue
From solar PV	EGP 174 million	0.4% of total Revenue	EGP 170 million	0.3% of total Revenue	EGP 210 million	0.2% of total Revenue
From wind power	EGP 188 million	0.4% of total Revenue	EGP 199 million	0.32% of total Revenue	EGP 206 million	0.2% of total Revenue
From water treatment and quality monitoring	EGP 101 million	0.2% of total Revenue	EGP 320 million	0.52% of total Revenue	EGP 421 million	0.5% of total Revenue

Our core value is investing in renewable energy projects with a sustainable future and providing clean, competitive prices and efficient energy supply to the grid in Africa, Europe, and Asia. We aim to reach a target of 500 MW renewable installed capacity.

- Elsewedy Electric intends to enhance its presence by extending its reach in Africa, the Middle East, Europe (including the CIS region), and Southeast Asia.
- In 2020, Elsewedy Energy was mandated to invest up to US \$400 million in equity over five years.
- Growth through a mix of project development and mergers and acquisitions (M&As) to be utilized in implementing Elsewedy Energy Strategy.
- An emphasis on opportunistic diversification through a regular reassessment of Elsewedy Energy Strategy ensures strong growth, thereby increasing shareholder value.
- A focus on investments in the following sectors to shape sustainable growth while maintaining an appropriate portfolio mix to capture growth coupled with high returns:

Investments in greenfield IPPs in the renewable and conventional realms.	Investment in projects with diversified energy off-take models, including FIT, auctions, Energy Trade Spot Market, Corporate PPAs, and C&I.
Acquisition of generation assets, preferably towards Commercial Operation Date (COD).	Expansion in utility investment, operation and maintenance, and asset management.



We have expanded our digital solutions segment by providing energy management, telecommunications & networking, system integration, data center and government solutions, executing a turnkey data center in FAB bank, also the integrated building management systems for Al Alamein Towers.

Our electrical products segment the first busway dielectric Epoxy Insulation System Facility in Africa projected to be one of the largest factories in MEA region. We have also partnered with Wolong Electric Group Co., Ltd., one of the world's top leading manufacturers of electric motors.

Our cable segment celebrated the inauguration of its cable factory in Kigamboni, Tanzania, under the patronage of Her Excellency, Samia Suluhu Hassan, President of the Republic of Tanzania.

Elsewedy Industrial development launched Sokhna 360, a holistic outlook on industrial integration introducing a progressive alchemy concept, setting a new benchmark in industrial excellence, while benefiting from Suez Canal Economic Zone (SCZone) incentives.

Our E&C segment is currently refurbishing the water main spine such as pumping stations, engineering, civil and mechanical work, in addition to all electric transmission lines in the areas of Sinai, Dabaa, and Toshka, the first mega governmental infrastructure project as it revamps a total of 200 km across Egypt.

October Dry Port (ODP) in partnership with DB SHENKER, financed by EBRD, received the prestigious IJGlobal transport deal award 2021 in the MENA region. This is the first PPP project that applies the ESG model of sustainability by reducing road congestion, accidents and environmental emissions.

## Acquisitions across our 5 reporting years

2018

- SDM, a subsidiary of Elsewedy acquired 1.4m sqm industrial land in the city of for development and management.
- Elsewedy Technical Academy
- Elsewedy Industrial Development



2019

- R.F. Energy S.A. (a subsidiary of F.G Europe S.A.) to acquire 100% of the share capital of 3 wind and 1 hydro-electric energy companies in operation in Greece.
- Elsewedy Technology
- Elsewedy Utilities



2020

- Acquisition of Rumuruti Solar Generation Ltd. In Kenya (50MW solar PV).
- Refinancing of Greek portfolio assets which resulted in positive returns to shareholders.

2021

- Acquired 95% of PT CG Power Systems Indonesia, a prominent manufacturer of power transformers.
- 100% of Validus Engineering, a leading transformer manufacturer in Pakistan.
- Cables Factory Opening in Tanzania.



2022

- Acquisition of Holosys (Electronic IoT and ICT Solutions)
- Transformers factory in Tanzania
- Busway Factory in Egypt



## ISKRAEMECO ACQUIRES MAJORITY SHARES IN IOT AND ICT SOLUTIONS PROVIDER, HOLOSYS

We are pleased to announce that Iskraemeco, a subsidiary of Elsewedy Electric, has acquired Holosys, a provider of IoT and ICT solutions for electricity, water, and gas applications.

By combining both companies' resources and expertise across state-of-the-art technologies, a new alliance will contribute towards expanding Iskraemeco's industry-leading energy and water management portfolio with advanced communication solutions as well as maintaining strong partnerships in the fields of energy and water industry, infrastructure, and smart cities.

The expansion of our business will allow us to provide more comprehensive electricity, water and gas metering solutions and strengthen our leadership positions in the EU, ME, LATAM and Africa regions, while also expanding our global market share.



## Key Contracts

### A New Power Transmission Contract in Kuwait Extends a Decade of Trust

Egytech Cables, an affiliate of Elsewedy Electric, inked a \$28.1 million contract with the Public Authority for Housing Welfare in Kuwait. The project focuses on 132KV ground cables to facilitate power transmission for El Mutlaa Residential City. This collaboration reinforces Elsewedy Electric's decade-long successful partnership in Kuwait.

### The First Contract for Elsewedy Electric in Rwanda and Tanzania's

Elsewedy Electric has made its entry into the Rwandan market through an EPC contract with the Rwanda Energy Group. The contract involves supplying 185.5 km of ACSR OH cables to support Rwanda's development efforts, marking the organization's first-ever contract in Rwanda.

### New Obour City's 10,000 M<sup>3</sup>-Reservoir Water Pump Station

Elsewedy Electric T&D signed a contract worth EGP 223 million with the New Urban Communities Authority for the construction of a drinking water pump station in New Obour City. The project involves the supply, erection, and delivery of various equipment and infrastructure to meet the city's water demands.

### Elsewedy Electric Transformers Egypt Partners with ACCIONA AGUA & RTCC

Elsewedy Electric Transformers Egypt secured a contract to supply, install, test, and commission different special design power transformers for Al-Khobar 2 RO Desalination Plant in Saudi Arabia. This plant, with a daily capacity of 630,000 m<sup>3</sup>, is set to become the world's largest desalination plant using Reverse Osmosis technology.

### Elsewedy Electric Transformers Receives Its First Order from Europe

Elsewedy Electric Transformers secured its inaugural order from Europe after being awarded a critical contract by EWE NETZ Germany. The project requires the design, manufacturing, supply, and delivery of 150 oil distribution transformers within six months, commencing in October 2022.

### Egytech Cables Supplies Cables to the Black Sand Project

Egytech Cables, a subsidiary of Elsewedy Electric, secures a contract worth EGP 22 million to supply low-voltage underground cables for the Egyptian Black Sand Project. This project, owned by the Egyptian Black Sand Organization, aims to extract valuable minerals from black sand reserves. With 11 sites and the world's largest reserve, the project will boost the local economy and contribute to the country's mineral sourcing efforts.

### HTLS Conductors Enhance Transmission Capacity in Abu Dhabi

TRANSCO Abu Dhabi awards Elsewedy Electric UAE a contract to upgrade the 220kV transmission line with Hen & Copenhagen HTLS conductors. This prestigious project, the first of its kind in the UAE, aims to enhance transmission capacity and security reserves. Elsewedy Electric UAE's expertise and capability have earned the trust of TAQA, the project's beneficiary.

### Elsewedy Electric UAE Achieves Milestones in Substations and Cable Accessories

Elsewedy Electric UAE successfully conducts internal tests and secures a long-term price agreement (LTPA) with TAQA and ADDC for package unit substations. Additionally, the organization qualifies for remold accessories, marking a breakthrough in the Abu Dhabi market. The achievement leads to a 2-year LTPA contract to supply over 3000 joints. These accomplishments reflect Elsewedy Electric UAE's commitment to excellence and customer satisfaction.

### Doha Cables Powers Up North Field East LNG Facilities

Doha Cables, a subsidiary of Elsewedy Electric, secures a contract to supply high-voltage cables for the North Field East LNG Facilities project in Qatar. As the world's largest-ever LNG project, it is expected to produce 1.4 million barrels of oil equivalent per day. Doha Cables takes advantage of Qatar's business incentives and supports the country's vision for industrial development.

### 3W NETWORKS Enhances Cybersecurity for UAE Railways

3W Networks participates in the second phase of the UAE railways program, focusing on the provision of a cybersecurity layer for Eithad Rail.

### 3W NETWORKS Awarded Major Projects by ADNOC

3W NETWORKS, a subsidiary of Elsewedy Electric, receives a major service contract for security network systems maintenance at ADNOC facilities in Abu Dhabi. This 3-year contract ensures a reliable security system with comprehensive maintenance and support services. 3W NETWORKS is also entrusted with managing the telecommunication system for ADNOC's Belbazem Full Field Development Project and implementing a smart parking management system for ADNOC facilities.

### 3W NETWORKS Implements Comprehensive Systems for Aramco

Aramco selects 3W Networks Arabia, a subsidiary of Elsewedy Electric, to implement comprehensive systems for multiple oilfield projects. The projects include expanding the Berri field and the Marjan increment package, along with the implementation of a QR code asset management system. These projects cover various aspects such as structured cabling, data networks, telephony, security systems, and asset tracking, enabling Aramco to optimize operations and enhance safety.

### Consortium Upgrades Delta & Upper Egypt Railways Network

Elsewedy Electric, GIECO, and ERTRACK consortium secure tenders from the Egyptian National Railways to carry out track renewal and maintenance projects. The first tender involves the maintenance and renewal of the Delta railways, spanning 110 kilometers, while the second tender focuses on rehabilitating the Naga hammadi-Luxor railway, covering 91 kilometers. These projects contribute to Egypt's strategy of developing an integrated and efficient transport system, supporting economic growth and establishing the country as a global trade hub.

### Alexandria Port's New Multi-Purposes Terminal Contract Awarded

Elsewedy Electric T&D signs a subcontracting agreement with EDECS for the supply, installation, and testing of networks and infrastructure works in Alexandria Port's new multi-purposes terminal. The infrastructure works, valued at EGP 615 million, encompass electro-mechanical and civil works. Alexandria Port serves as a vital hub for Egypt's foreign trade, processing approximately 60% of the country's commercial traffic.

### Rowad Constructs High-End MIVIDA Office Park

Rowad Modern Engineering, a subsidiary of Elsewedy Electric, secures a contract worth EGP 996 million to construct the MIVIDA office park project for Emaar Misr. Located within the MIVIDA compound in New Cairo, this 26-month project aims to create a fully-integrated community offering convenience and luxury. Rowad's expertise and adherence to high-quality standards position the organization as a preferred partner for prestigious government, commercial, and corporate buildings.

### New Giza Hospital Enhances Healthcare Facilities

Rowad Modern Engineering signs a contract with New Giza to build the New Giza Hospital, valued at EGP 602 million. This hospital will be part of the larger New Giza health park project, covering 120,000 square meters of integrated healthcare facilities. As the largest private medical facility in Egypt, the project showcases Rowad's commitment to delivering top-quality projects and highlights their extensive experience in the Middle East and Africa.

### Elsewedy Electric Delivers Addis Ababa City Electric Utility Contract

Elsewedy Electric successfully delivers the first batch of the Addis Ababa City Electric Utility contract for the supply of AAC and ABC cables in Ethiopia. With a total value of 1.9 million USD, this contract contributes to the ongoing collaboration between Elsewedy Electric and Addis Ababa city electric utility, which has seen total deliveries of 3.5 million USD over the past two years.

### Iskraemeco Installs Smart Meters in Mali

Iskraemeco, a subsidiary of Elsewedy Electric, secures a contract to supply and install 9,300 smart industrial meters in Mali. This project, financed by the African Development Bank, marks the introduction of smart meters in the country. Iskraemeco's successful implementation of the initial batch of 3,000 meters led to an extension of the contract for an additional 6,300 meters.

### Elsewedy Electric T&D Develops Solar Power Plant in Sierra Leone

Elsewedy Electric T&D signs an EPC contract with "Planet One" developer in Sierra Leone to develop a 20 MWp Solar Power Plant in BO and Port Loko. This turnkey project contributes to Sierra Leone's renewable energy goals and highlights Elsewedy Electric's expertise in solar energy development.

### Elsewedy Electric Implements HV Underground Cables Project in Morocco

Elsewedy Electric, in partnership with local partner IMADRELEC, undertakes a turnkey project for the supply and installation of HV underground cables in Morocco. The project includes the supply of HV cables and accessories, as well as the supervision and installation of both HV cables and fiber optic accessories. This project further strengthens Elsewedy Electric's presence and capabilities in the Moroccan market.

### Arab Steel Fabrication Supplies Telecom Towers in Morocco

Arab Steel Fabrication (ASF), a subsidiary of Elsewedy Electric, secures a contract to supply over 140 telecom towers to the Ministry of Defense in Morocco. ASF, known for its quality steel products, expands its presence in the Moroccan market by delivering telecom towers for HYTERA's radars. This contract solidifies ASF's position as a trusted choice in the steel market in MENA and Africa.

### Elsewedy Transformers Implements Power Transformers Project in Morocco

Elsewedy Transformers is awarded a contract to supply and install six power transformers in Morocco through a tender by the National Office of Electricity (ONEE). This project strengthens Elsewedy Electric's partnership with local partner IMADRELEC and further establishes their expertise in delivering power-related projects in the Moroccan market.

### Elsewedy Electric Expands Presence in Burkina Faso with Solar Projects

Elsewedy Electric secures two EPC contracts for solar projects in Burkina Faso, including the Yeleen 42 MW Solar PV power plant and a greenfield photovoltaic project developed by QAIR. The contracts involve engineering, construction, testing, and commissioning of the solar plants and related infrastructure. Additionally, Elsewedy Electric opens a new office in Burkina Faso, affirming its commitment to renewable energy development in the country.

### Six Years Contract with Nexel Supplying

Elsewedy Cables was awarded a significant six-year contract to manufacture and supply 66kV rated XLPE underground cables to NEXEL Denmark, a part of Andel Group. This contract highlights Elsewedy Cables' capability to become a major supplier of complex medium and high voltage cables in Europe.

# 06 SUSTAINABILITY APPROACH



## SUSTAINABILITY JOURNEY

### ESG REPORTING



## SUSTAINABILITY CONTEXT

To assess economic, social, and environmental challenges, identify risks, limit their impacts, and capitalize on opportunities, Elsewedy Electric conducted a materiality assessment that includes an analysis of the main current and future ESG megatrends. The analysis helps identify new generation and consumption models driven by ongoing technological and demographic changes, as well as new economic and geopolitical balances.

Based on publications within the Electric Utilities sector and current public policies, the analysis of the sustainability context has identified several ESG megatrends, including the technological innovation, new governance models and

cybersecurity infrastructure, climate change, and conservation of resources. These megatrends impact the economic, social, and environmental dimensions of sustainable development and often mutually reinforce one another. Due to its business nature and geographical distribution, Elsewedy Electric is exposed to various types of ESG risks, including strategic, financial, operational, governance and culture, digital technology, and compliance risks.

## STAKEHOLDERS

The Group sustains open, transparent, and inclusive communication with its stakeholders across the value chain. We conduct ongoing stakeholder engagement activities that consider specific stakeholder needs and interests, topics in question and areas of our impact, with preferred communication channels and frequencies.

## COMMUNITIES

Including the communities in our decisions and working on delivering value to them is of utter importance to our activities, hence, we plan events for their inclusion, such as holding annual seminars and consultation sessions for mega projects.

## EMPLOYEES

Our employees are an essential asset to our success, and therefore, we ensure there are continuous channels of communication for each department, which take place daily through phone calls and emails to share information and through weekly or monthly meetings for follow-ups. We also ensure two-way communication through periodic employee engagement surveys across all departments and subsidiaries.

## SHAREHOLDERS

The shareholders participate in bi-annual internal & external audits and annual management review meetings.

## GOVERNMENT & REGULATORS

Following regulations and communicating that to the government and the relevant regulating bodies is implemented through meetings, surveys, and inspections whenever required. We also abide by the reporting and other legal and regulatory requirements mandated by the EGX and the Financial Regulatory Authority (FRA).

## INVESTORS

As a publicly traded company, Elsewedy Electric's success is closely tied to the confidence and support of its investors. The company engages with investors through various channels, including regular financial reporting, investor presentations, and shareholder meetings. By providing transparency and timely updates on its financial performance, strategic plans, and risk management, Elsewedy Electric aims to build trust and maintain strong relationships with its investors. Additionally, the company may seek to attract new investors through targeted marketing and outreach efforts, such as attending industry conferences and engaging with financial analysts. Ultimately, effective communication and engagement with investors are critical for Elsewedy Electric to secure the necessary capital and support to drive its growth and success.

## CLIENTS

To maintain relationships with our clients, their engagement in our activities is a priority. The modes of engagement include direct meetings, phone calls and emails for sharing information, as well as selected one-way means of communication like the issuance of quarterly newsletters and annual magazines from the marketing department, together with the participation in webinars, seminars, and exhibitions besides availability on social media. We are also working on our campaign to fight fraud by publishing our distributors and working to raise awareness with our clients.

## 2022 ESG STRATEGY PROGRESS AND MATERIALITY UPDATE

Our 2018-2019 Materiality Assessment laid the foundation for the [Group's Sustainability Strategy](#). However, in 2021<sup>3</sup>, a refreshed impact materiality assessment has been conducted in accordance with the updated GRI Universal Standards (GRI 3: Material Topics) to ensure our strategy and efforts are up to date with the changing external and internal contexts, including the new requirements regarding identifying and assessing the Group's positive and negative impacts.

### Updates in 2022: Adopting a Double Materiality Approach

In 2022, Elseywed Electric revised its materiality assessment in accordance with the new GRI requirements (December 2021 version) and the proposed European Corporate Sustainability Reporting Directive (CSRD), which includes the double materiality approach.

This approach assesses the impact of Elseywed Electric's activities on both the environment and its stakeholders (impact materiality), as well as the impact that the environment and its stakeholders have on Elseywed Electric's activities (financial materiality).

The identified material topics which constitute the commitments under the pillars of our [Sustainability Strategy](#), serve as the guiding framework for driving the implementation and rapid progress of sustainability practices throughout our organization.

## SUPPLIERS

We reach out and stay connected with our suppliers through daily phone calls and emails as needed, with the presence of periodical meetings and pre-qualification processes with every new purchase order. We also conduct an annual conference to certify and honor our suppliers. In 2021, we successfully held our 10th conference.

## FROM IMPACT MATERIALITY TO DOUBLE MATERIALITY

Elseywed Electric has adopted a double materiality approach in 2022 to its impact assessment after conducting a comprehensive materiality assessment in 2021. This approach considers both financial materiality and impact materiality as equally important perspectives, with input from internal and external experts and key stakeholders.

The process aims to identify and analyze the most significant impacts, validating material topics and considering due diligence processes and resulting impacts, particularly for negative impacts.

The concept of double materiality emphasizes that the Organization can influence and be influenced by ESG topics, making topics relevant to one or both of the following dimensions: impact materiality and financial materiality.

Impact materiality, in line with the GRI 2021 standard, involves identifying and analyzing material topics in terms of the effects the Organization has or could have on the economy, environment, people, and human rights, and their contribution (positive or negative) to sustainable development.

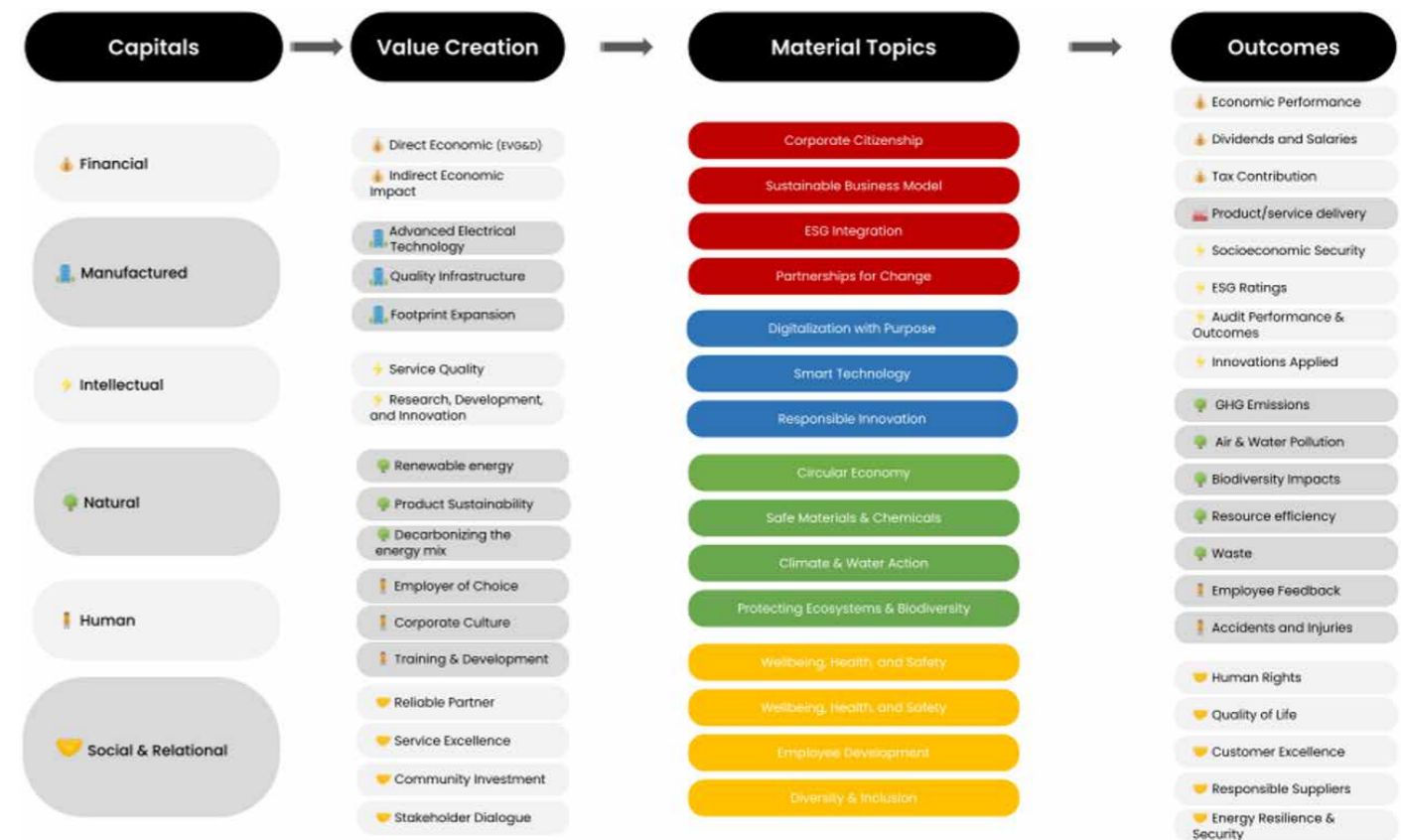
Financial materiality, according to the main publications currently available (SASB, ISSB), identifies and analyzes material topics from a financial perspective, considering those that could affect the Organization's financial condition or operating results and are therefore most relevant to investors.

## CREATING VALUE ACROSS ALL CAPITALS

The value creation business model is an approach to reporting that aims to provide a comprehensive view of a organization's value creation activities, including its financial, environmental, social, and governance performance. This model seeks to offer a more comprehensive understanding of a organization's long-term prospects and risks by integrating financial and non-financial information.

Both double materiality and the value creation business model are closely associated with the concept of value creation. The double materiality approach recognizes that a organization's ability to create value depends on its impact on the environment and society, as well as the external risks and opportunities presented by these factors. In contrast, the value creation business model acknowledges that companies create value by considering a range of inputs and outputs, including financial, environmental, social, and governance factors.

By integrating double materiality into the value creation business model, companies can gain a better understanding of the risks and opportunities presented by environmental and social factors, both internally and externally. This can enable companies to make more informed decisions about their operations and investments, leading to the creation of long-term value for stakeholders.



<sup>3</sup> For further information, please refer to [Elseywed Electric's 2021 Sustainability Report](#) – Section 3.3. Materiality (Page 43).

## STRATEGY AND PROGRESS TOWARDS TARGETS

Elsewedy Electric's [Sustainability Strategy 2020-2023](#) outlines the Group's long-term priorities and targets for extending our positive impact, providing energy services to the growing customer base, and driving decarbonization, digitalization, and sustainable transition.

At the core of our vision are the UN Sustainable Development Goals, the Paris Agreement, Egypt's 2030 vision, and the National Renewable Energy Strategy 2035.

Our strategy defines how we can support Egypt in becoming a leader in sustainable and renewable energy generation and smart energy infrastructure, showing that fast and profound transformation towards sustainability is possible and feasible.

The strategy also assists in fulfilling our broad priorities across four pillars and sixteen commitments. Moreover, it is linked to fifteen of the seventeen Sustainable Development Goals. The strategy is aimed to assist in fulfilling our broader strategic vision and long-term commitments, distilled across four pillars, and 16 commitments (our material topics).

This report's sections highlight our achievements and initiatives across all four pillars while the section below presents our progress as of 2022 across each material topic.

### Planet & Resources



Aligning with nature for a livable future

### Technology & Innovation



Driving the digital revolution

### Governance & Economy



Unlocking sustainable and inclusive growth

### People & Communities



Empowering a thriving society

























The Group aligns its annual disclosures with specific targets set out by its [Sustainability Strategy](#). Therefore, we will highlight our progress in line with defined targets and other KPIs relevant to our sustainability efforts.




























At Elsewedy Electric, we recognize the diverse group of individuals and organizations invested in our operations. To address the Environmental, Social, and Governance concerns that matter to our stakeholders, we have outlined our key targets per material topic in the table below, reporting on the progress as of the end of 2022.

For more details on our business practices and performance, please click on to the relevant material topic to be directed to the section in this report.

	Achieved		In Progress		Not Started
	2022 Prioritized Topic by Elsewedy Electric & its stakeholders		Material topic from a financial perspective (SASB Sector Standard)		Material topic with direct impacts on human rights

MATERIAL TOPIC	KEY TARGETS 2020-2030	2022 PROGRESS	2022 PERFORMANCE DESCRIPTION	SDGs	
Governance and Economy	Corporate Citizenship 		Conduct a comprehensive review of organizational structure, departments, roles, and responsibilities by 2023.	  	
			Conduct a comprehensive review of all existing corporate policies, standards, instructions, plans and procedures by 2023.		
			Develop a corporate context analysis and formalized risk assessment related to the production facilities, turnkey projects, and renewables.		
	Sustainable Business Model 		Introduce a comprehensive metric for shared value creation by 2023		Scheduled for completion in Q3 2023.
			Establish a Corporate Environmental and Social Management System (C-ESMS) by 2023.		Ongoing project during 2022 (80% completion reached), and scheduled for full completion and implementation in Q1 2023. Elsewedy Electric completed
	ESG Integration		100% of employees trained on sustainability and ESG topics by 2023.		Training to be fully implemented in 2024. Corporate trained 100% of employees (not workers).
			100% of investment portfolio accounted for under scope 3 emissions by 2030.		Not yet accounted for; however, it will be covered in the Group's 2023 carbon footprint report.
			All suppliers and new investments comply with ESG criteria by 2030.		ESG compliance criteria for new investments has been implemented, while current suppliers only 30% currently comply.
	Partnerships for change 		Join one globally recognized coalition or initiative for each of the pillars of this strategy by 2023.		Elsewedy Electric committed to setting near-term science based targets in accordance with the SBTi in 2022, and plan to join the "1% for Planet" in Q3 2023. Elsewedy Electric joins the Alliance for Industry Decarbonization, and Chapter Zero (CGI).
	Technology & Innovation	Digitization with Purpose 			100% coverage by digital services by 2030.
			100% Digital Sustainability Management System and GHG Accounting Systems by 2025.	Elsewedy Electric is currently establishing a corporate-wide digital sustainability data management system and GHG accounting systems.	
Smart Technology 			100% coverage of own office buildings and facilities, and clients by remote energy monitoring and smart appliances by 2030.	In 2022, we've achieved 45% coverage, covering all our new facilities in Egypt, KSA, UAE, Algeria, and Slovenia.	
			50% electric fleet by 2030.	In 2022, Elsewedy Electric sought strategic collaborations with electric fleet service providers in Egypt. This initiative aimed to accelerate our transition towards our 2030 target of a 50% electric vehicle fleet.	
Responsible Innovation 		100% EPD/ Green Label products by 2030.	Elsewedy Electric is working on publishing EPDs for all its cable products by Q2 2023, and for 100% of its products by 2025.		

MATERIAL TOPIC	KEY TARGETS 2020-2030	2022 PROGRESS	2022 PERFORMANCE DESCRIPTION	SDGs
<b>Climate &amp; Water Action</b> 	20% of energy consumption from self-supply renewable energy systems by 2030.		Feasibility studies for installing rooftop solar plants in manufacturing facilities has been completed.	     
	Reduce energy consumption by 20% for all office buildings and factories by 2030.		An increase of 12% in energy consumption from 2021 to 2022 across the 18 reported facilities is attributed to the increase in production capacity across the wires and cables sector by 60% during the same period.	
	Reduce water consumption by 40% for all office buildings and factories by 2030.		An increase of 10% in water consumption from 2021 to 2022 across the 18 reported facilities is attributed to the increase in production capacity across the wires and cables sector by 60% during the same period.	
	2X investments in renewable energy, climate, and water projects by 2025.		12.2% increase in revenues from Elsewedy Electric's renewables IPP segment compared to 2021.	
	Net-zero emissions by 2050.		Elsewedy Electric has achieved a reduction of 7% in scopes 1 and 2 in 2022 compared to the 2017 baseline, across its 6 factories. Elsewedy Electric has committed to set near-term organization-wide emission reductions in line with climate science with the SBTi and shall submit its science-based targets to the SBTi for approval and validation.	
	Net-zero emissions from the entire supply chain 2050.		Elsewedy Electric has achieved a reduction of 7% in scopes 1 and 2 in 2022 compared to the 2017 baseline, across its 6 factories. Elsewedy Electric has committed to set near-term organization-wide emission reductions in line with climate science with the SBTi and shall submit its science-based targets to the SBTi for approval and validation.	
<b>Safe Materials &amp; Chemicals</b> 	100% supplier compliance to internal standards for chemical and material safety by 2030.	 (70%)	Policies, warehouses, and logistics efforts in 2022	
<b>Circular Economy</b> 	100% of packaging free from single-use plastics by 2030.		Need to monitor and disclose materials usage and packaging quantities per type and identify alternatives to plastics as applicable. Currently removed plastic by replacing by recycled plastic (poly).	
	90% of sourced materials by volume are renewable, recycled or recyclable by 2030.	 (60%)	Currently almost 60% of all sourced materials by volume are recyclable.	
	100% green office buildings by 2030.	 (40%)	All Elsewedy Electric's new office buildings are designed to meet green building criteria.	
	Zero Waste to Landfill by 2030.	 (60%)	A zero-waste-to-landfill management system has been implemented in several factories and shall be expanded across all factories in 2023.	
<b>Protecting Ecosystems &amp; Biodiversity</b> 	Develop a formalized process for identification, assessment and management of risks and impacts on biodiversity and ecosystem services by 2023.		Published a group-wide <a href="#">Biodiversity Policy</a> . A formalized procedure has been developed in Q4 2022 for all worksites/ projects.	
	1% for the Planet starting from 2023.		Elsewedy Electric joined the 1% for the Planet global network.	
	Net Zero Biodiversity Loss by 2030.		A <a href="#">Biodiversity Policy</a> and procedures including a land acquisition procedure have been developed and will be applied to all new projects.	

MATERIAL TOPIC	KEY TARGETS 2020-2030	2022 PROGRESS	2022 PERFORMANCE DESCRIPTION	SDGs
<b>Wellbeing, Health &amp; Safety</b> 	All employees assessed on a comprehensive wellbeing metric by 2023		In 2023, Elsewedy Electric is actively identifying multiple comprehensive wellbeing metrics. Our aim is to begin assessing all employees using these metrics from 2023 onwards, to foster a healthier and more productive work environment.	
	Zero fatalities, major injuries, and severe accidents annually.		Elsewedy Electric is continuously working on building and managing its health and safety systems across all its operations.	
	Revise labor management policies and procedures according to good international practices by 2023.		All labor management policies and procedures have been revised and updated as part of the ESMS in 2022.	
<b>Employee Development</b> 	Introduce two new awards by 2023.		Top employer award in 2022.	   
	Assess Corporate Performance Objectives (CPOs) to eliminate unnecessary workload, processes, or reports by 2023.		In 2022, Elsewedy Electric made significant strides towards our 2023 goal of optimizing Corporate Performance Objectives (CPOs). We initiated a strategic approach of thorough surveys, evaluation, stakeholder input, process mapping, pilot testing, and continuous monitoring. (completed in 2022)	
	100% workplace satisfaction by 2025.		On-going – Elsewedy Electric maintains a monitoring system of employee engagement and satisfaction surveys results on a periodic basis.	
	100% of employees trained on sustainability and ESG topics by 2023.		100% of employees in the headquarters have been trained in 2022.	
<b>Diversity &amp; Inclusion</b> 	Comprehensive diversity and inclusion assessment report by 2023.		Elsewedy Electric shall conduct a comprehensive diversity and inclusion assessment across its areas of operation in the upcoming years as part of the C-ESMS.	
	30% women within the workforce by 2030.		Elsewedy Electric has a current 8% women representation in the workforce (up from 6% in 2021).	
	40% women within the board and management by 2030.		Elsewedy Electric has a current 20% women representation in the Board, and 9% across management positions.	
<b>Human &amp; Labor Rights</b> 	All operations are reviewed for human rights compliance annually.		As part of the C-ESMS, the Group has devised a child labor and forced labor policy, and updated its human rights policy, and has started to review, report, and monitor its compliance against human rights. All operations have been reviewed in 2022.	
	100% of employees covered by human rights training on an ongoing basis.		All employees shall receive periodic training on human rights as part of the new C-ESMS.	
	Zero human and labor rights violations across the supply chain from 2025.	 (20%)	In addition to Elsewedy Electric's current Human Rights Policy, the group has devised a child and forced labor policy that prohibits child or compulsory labor across all subsidiaries with clear complain procedures, monitoring and reporting, and grievance and remediation mechanisms.	
<b>Social &amp; Community Impact</b> 	15 new community projects with a balanced contribution to all SDGs within geographic boundaries by 2023.	 (80%)	Elsewedy Electric actively contributes to the community through projects related to sports and culture, talents development and accessible and inclusive education, community development projects and environmental projects.	
	All new developments have community-driven action plans by 2025.		Community Engagement plans are being developed for all Elsewedy Electric projects.	

# 07 GOVERNANCE & ECONOMY

## Unlocking sustainable and inclusive growth

At the core of our sustainable growth ambition, we will be generating more value from fewer resources across the entire value chain, acknowledging the physical limits of decoupling and enhancing our supply chains. We will strive for excellence in ESG compliance of our new investments and aim to create sustainable value for our business, customers and society while delivering growth and profits.



## GOVERNANCE PROGRESSION OVER OUR 5 REPORTING YEARS

2018



- Best Performance Certificate from JICA
- Elsewedy Electric's legal team is awarded the Best In-house Legal team in Africa for 2018
- Elsewedy Electric team was included in the GC power list Africa teams.
- Adoption of sustainable business models
- Elsewedy Electric and SC Zone Establish a New Organization for Investment, Operation and Management of Utilities and Infrastructure Projects
- Elsewedy Electric was the first & only Egyptian organization to participate in the Atom Expo Exhibition from in Sochi, Russia
- African Export Import Bank Collaborates with Elsewedy Electric for the Rufiji Dam Project in Tanzania

2019



- Restructuring for Efficiency: The decision to restructure across five segments to leverage synergies and improve efficiency.
- Elsewedy Electric Receives Most Honored Distinction from Institutional Investor
- Elsewedy receives the Emerging EMEA Executive Team award.
- Digital Transformation: Strategic initiatives to digitize processes and core competencies.
- Top Foreign Direct Investor in Slovenia.
- Corporate goals launched in February 2019 and cascaded to all businesses, focusing on Growth, Customers Perspective, Internal business processes and organization skills.
- Expansion Plans: Efforts to provide sustainable and integrated energy solutions in Guinea, Rwanda, Liberia, Sierra Leone, Democratic Republic of Congo, Eswatini, Macedonia, Albania, and Kosovo.

2020



- A customer satisfaction department was established in 2020.
- Decrease in the cost of infrastructure development using cost-efficient materials and components.
- Group wide transition from OHSAS 18001:2007 to ISO 45001:2018
- Group wide transition ISO 17025:2005 to ISO 17025:2017
- Elsewedy Electric acquired ISO 9001:2015 QMS
- Elsewedy Electric successfully navigated the covid 19 taking all necessary precautions without jeopardizing our work performance.
- Elsewedy Electric consortium with DB Schenker Egypt was awarded the establishment of Egypt's first dry port.

2021



- 100% Local sourcing consisting of 300 total suppliers in Iskraemeco Slovenia.
- Doha Cables has been awarded the "Certificate of Recognition" by M/s Manateq for the 3rd year in a row for the "Outstanding Operational and HSE performance, demonstrated leadership and commitment and practiced due diligence throughout the year 2021.
- Elsewedy Electric group-wide whistleblowing policy was updated.
- Elsewedy Industrial launched Sokhna360.
- Elsewedy Electric achieved a silver rating on EcoVadis, that measures more than 85,000 organizations from 200 industries in 160 countries, ranking on the top 25% percentile.

2022



- Revised and updated all group environmental and social policies and procedures.
- Established a corporate-wide Environmental and Social Management System.
- 100% of Employees across all subsidiaries received training on Compliance Policies
- Group Revenues: EGP 92,168 million (+52.2% y-o-y)
- Clean revenues: EGP 32.2 billion (35% from total group revenues)
- Gross Profit: EGP 13,523 million (+60.3 y-o-y)
- EBITDA: EGP 9,184 million (+40.5 y-o-y)
- +12.2% y-o-y in revenues from the Renewables IPP segment
- Net Profit after Minority: EGP 5,148 million (+50.7 y-o-y)
- 20% women representation on the Board from 10% in 2021.

## Corporate Citizenship

We have made significant progress in sustainability governance within the group and across our subsidiaries during the past decade. This strategy marks another milestone in the journey towards sustainability but postulating sustainability at the center of our activities.

We commit to further supporting sound, robust, and effective sustainability governance and high standards of corporate ethics and integrity as the foundation of the Group's corporate citizenship efforts.



### Areas of Action

- Forming teams and assigning responsibilities across the Group to ensure holistic and streamlined sustainability governance.
- Supporting high business ethics and integrity standards.
- Act on suspected misconduct and adopt control measures.

Key Targets 2020-2030	Status	2022 Performance
Conduct a comprehensive review of organizational structure, departments, roles, and responsibilities by 2023.	✓	The Group's HR team has completed several sub-projects across the organization and its departments.
Conduct a comprehensive review of all existing corporate policies, standards, instructions, plans and procedures by 2023.	✓	A comprehensive review is being conducted as part of the Group's Environmental & Social Management System (ESMS) currently under development and scheduled for completion and implementation in Q1 2023.
Develop a corporate context analysis and formalized risk assessment related to the production facilities, turnkey projects, and renewables.	✓	Completed during the development process of the Group's ESMS in Q4 2022.

Achieved ✓

## Board of Directors

The Group Board and committees oversee its strategy and key business development decisions based on clear principles and a common shared vision while leveraging every Board member's unique expertise and capabilities. Following the major revision of the organizational structure in previous years based on best international practices, the Group has established a streamlined and orderly framework with a clear hierarchy and accountabilities.

## Board Structure

NAME	POSITION	TENURE
Mr. Sadek Ahmed Sadek Elsewedy	▶ Chairman of the Board (Non-Executive)	→ 17 Years
Mr. Ahmed Ahmed Sadek Elsewedy	▶ Chief Executive Officer & Managing Director	→ 17 Years
Mr. Mohamed Ahmed Sadek Elsewedy	▶ Member of the Board (Executive Director)	→ 17 Years
Mr. Amr Mohamed Ahmed Labib	▶ Member of the Board (Executive Director)	→ 17 Years
Mr. Abdel Rahman Ahmed Ahmed Sadek Elsewedy	▶ Member of the Board (Executive Director)	→ 5 Years
Mr. Ahmed Saad El Din Abdo Abu Hendia	▶ Independent Board Member (Non-Executive)	→ 5 Years
Ms. Azza Ahmed Sadek Elsewedy	▶ Member of the Board (Non-Executive Director)	→ 1 Year
Mr. Ahmed Sadek Ahmed Sadek Elsewedy	▶ Member of the Board (Non-Executive Director)	→ 5 Years
Mr. Sherif Samy Ebada Yousif	▶ Member of the Board (Non-Executive Director)	→ 1 Year
Ms. Shahinaz Nabil Amin Fouda	▶ Independent Board Member (Non-Executive)	→ 1 Year

## Board Independence

Elsewedy Electric is firmly committed to upholding the highest standards of corporate governance and fostering transparency and accountability within its operations. A key aspect of this commitment is the principle of board independence, Elsewedy was originally founded and operated by the family making board independence rather a hard goal to achieve yet recognizing the critical role of an independent board of directors in providing impartial oversight, decision-making, and strategic guidance, Elsewedy Electric has prioritized the composition of its board. Currently, 30% of the board members are independent, ensuring a balanced mix that safeguards the organization's interests and maintains effective governance.

By nurturing a culture of board independence, transparency, and ethical conduct, Elsewedy Electric aims to enhance decision-making processes, promote accountability, and ensure the long-term sustainability and success of the organization.

The organization remains dedicated to creating value for its shareholders and stakeholders alike through robust governance practices and a steadfast commitment to board independence.



## Board Diversity

Elsewedy Electric recognizes the importance of board diversity in driving innovation, fostering inclusive decision-making, and reflecting the diverse perspectives of its stakeholders. The organization is committed to promoting gender equality and ensuring equal opportunities for women in leadership positions.

Currently, Elsewedy Electric has 20% of its board members being female and aiming to further diverse this representation not only to bring a

broader range of skills, experiences, and insights to the boardroom but also to help create a more inclusive and equitable corporate culture. We will continue to prioritize efforts to enhance board diversity to increase the representation of women and underrepresented groups in leadership roles.

The organization strives to foster an environment that values different perspectives and drives sustainable growth and success.

## Board Committees

### Audit, Risk & Compliance Committee <sup>4</sup>

The Audit & Risk Management Committee at Elsewedy Electric plays a vital role in overseeing the effectiveness of both internal and external audit functions, as well as risk management activities.

While the committee receives assignments and responsibilities delegated from the Board of Directors, ultimate decision-making and action plans remain within the scope of the Board.

The committee's key responsibilities include evaluating the organization's risk management practices, supporting management in enhancing the internal control framework, assessing fraud indicators, and providing recommendations for fraud investigations.

Additionally, the committee conducts consultancy engagements as requested by senior management.

### Compensation & Remuneration Committee <sup>5</sup>

The Compensation and Remuneration Committee at Elsewedy Electric is responsible for ensuring that the organization remains competitive in the Egyptian job market as an employer. While the committee receives its assignments and responsibilities from the Board of Directors, all decision-making and action plans ultimately rest with the Board. The committee's main tasks include establishing the organization's compensation and benefits philosophy and policies, conducting periodic reviews of employee compensation, benefits, and stock option plans, and setting the governing policies for various programs such as management salaries, incentive compensation, benefits, and perquisites. Additionally, the committee plays a crucial role in reviewing and overseeing the development and implementation of succession plans within the organization.

**Mr. Ahmed Saad El Din Abdo Abu Hendia**  
Chairman of the Audit Committee

**Mr. Sherif Samy Ebada Yousif**  
Member of the Audit Committee

**Mr. Sadek Ahmed Sadek Elsewedy**  
Member of the Audit Committee

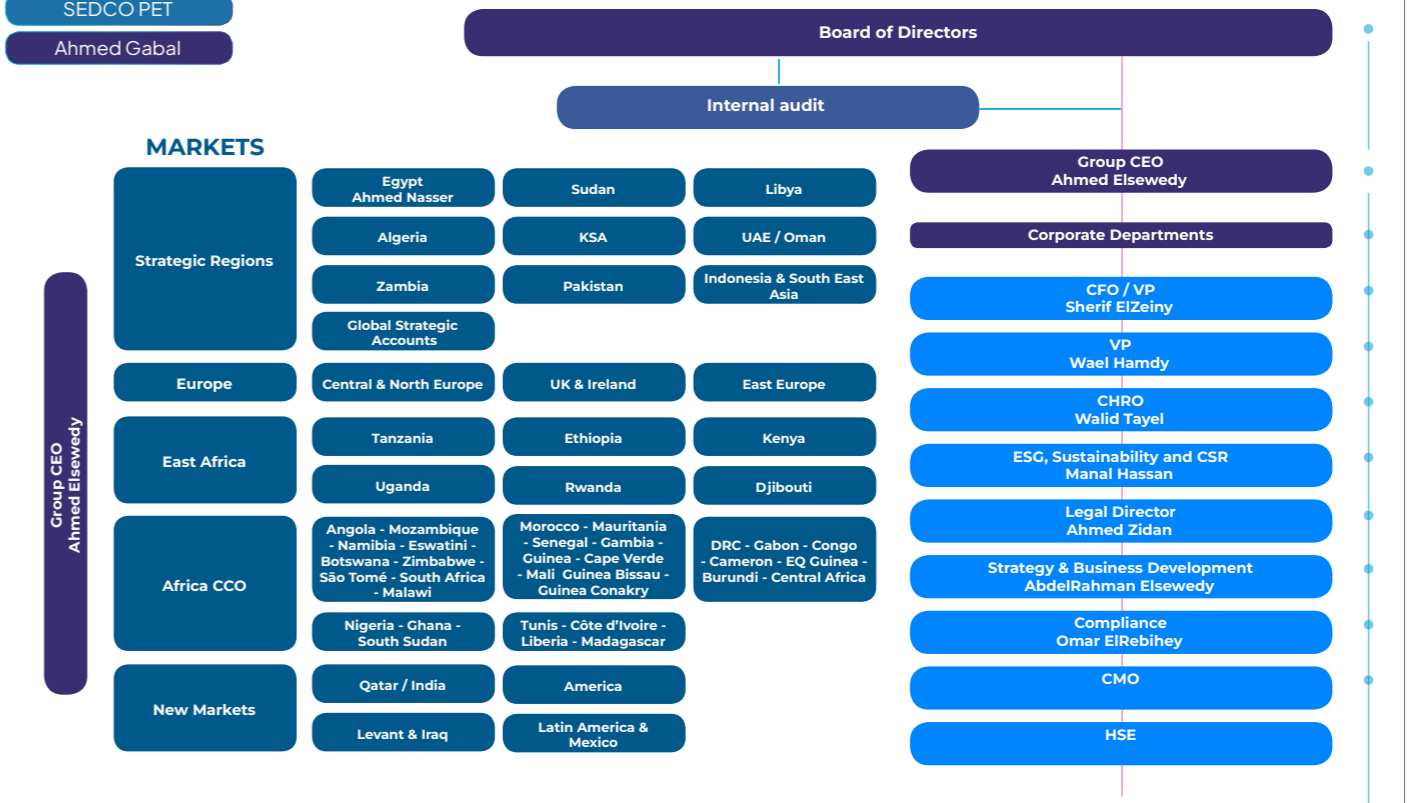
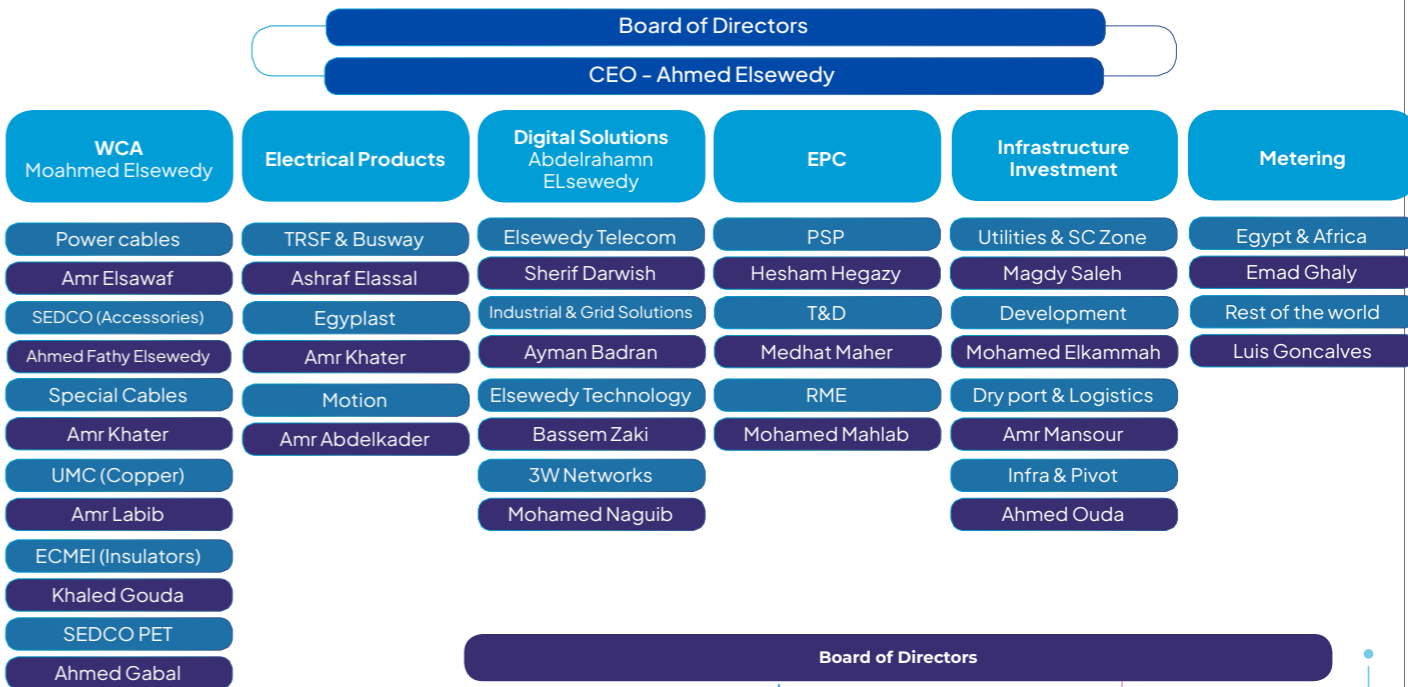
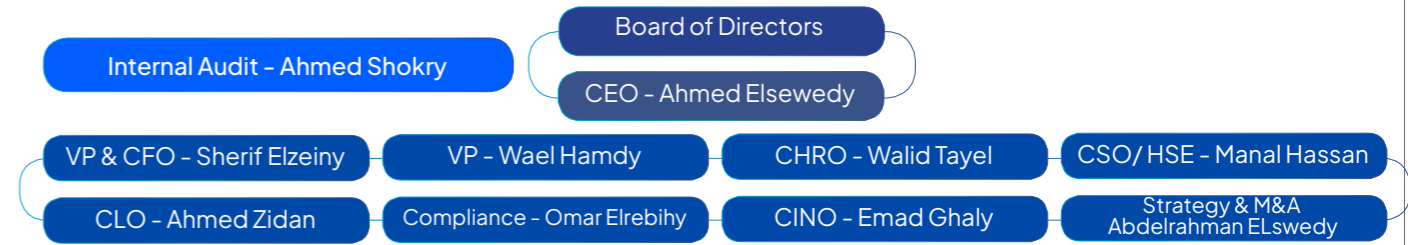
**Ms. Shahinaz Nabil Amin Fouda**  
Member of the Audit Committee

**Mr. Sadek Ahmed Sadek Elsewedy**  
Chairman of the Remuneration Committee

**Mr. Ahmed Saad El Din Abdo Abu Hendia**  
Member of the Remuneration Committee

**Mr. Ahmed Ahmed Sadek Elsewedy**  
Member of the Remuneration Committee

## Management & Organizational Structure



<sup>4</sup> Read more in the Audit, Risk & Compliance (ARC) Committee Charter

<sup>5</sup> Read more in the Compensation & Remuneration Committee Charter

## 2022 Policies Updates

HQ Departments (Updated Policies)	
Department	Updated Policy
Marketing	Brand Identity Manual is currently being revised.
HSE	<u>Environmental Policy</u> was revised and updated. The Policy applies to the Group and its lines of business, subsidiaries and branches across all markets where they operate; collaborations and joint ventures when applicable. Environmental action shall be used as a unifying term to include interlinked dimensions of environmental protection, compliance and dealing with environment-related loss and damage through management, stewardship and advocacy.
Compliance	<u>Employee code of conduct</u> was revised and updated. Read more under "Code of Conduct"
	<u>Third parties code of conduct</u> was revised and updated. Read more under "Code of Conduct"
HQ Departments (New Policies)	
Department	Updated Policy
HSE	<u>Biodiversity Policy:</u> Elsewedy commits to protecting and restoring nature's diversity and beauty by preventing negative impacts on the environment and extending our contribution to restoring and rewilding global ecosystems.
Procurement	A new Procurement Policy has been developed and updated, to be effective starting June 2023.
Compliance	<u>Anti-corruption &amp; Anti money laundering policy:</u> Elsewedy Electric seeks to conduct business in an ethical manner by ensuring all employees are in full compliance with the applicable anti-corruption and anti-money laundering laws by providing the knowledge and support necessary to identify and combat corruption.
	<u>Insider Trading &amp; tipping policy:</u> Elsewedy Electric is committed to taking an active role in the prevention of insider trading violations and establishing protection measures to avoid even the appearance of misuse of any material non-public information.
Information Technology	<u>Application Management Policy:</u> This new policy covers a range of duties including Change Management (Change Request), Segregation of Duties, User Access Management, Password Policy and Open and Closed Issues for this Deliverable.
	<u>Information Security Policy:</u> Implementing this policy shall reduce the risk of accidental or intentional disclosure, modification, destruction, delay, or misuse of information assets. This policy provides direction for implementing, maintaining and improving the security of information assets. By implementing this policy, the organization will be able to consistently establish and maintain controls for ensuring confidentiality, integrity and availability of all information assets
	<u>Infrastructure Standard Policy:</u> This policy covers IT infrastructure standards in Factories and big admin buildings and Branches or small offices of Elsewedy Electric.
	<u>Technology Equipment Purchasing Policy:</u> The purpose of this policy is to define the guideline for the purchase of technology equipment and components by Elsewedy group.
Marketing	Group Communications Policy is currently being developed.

## Code of Conduct

The code of conduct represents a set of guiding principles that ensure ethical behavior, integrity, and accountability, serving as the foundation for maintaining trust, upholding values, and fostering a culture of responsible business practices.

### Employee Code of Conduct

Elsewedy Electric's Employee Code of Conduct serves as a framework for ethical decision-making. The code is to be read alongside other compliance policies, including Anti-Corruption, Anti-Money Laundering, Insider Trading, and Whistleblowing. Employees are to commit to these principles, along with relevant laws and regulations. The code covers areas such as ethical behaviors, business conduct, health and safety obligations, and reporting non-compliance. It is distributed to employees via the organization website to ensure understanding and adherence. Read more about Elsewedy Electric's [Employee Code of Conduct](#).

### Third-Party Code of Conduct

Elsewedy Electric's Third-Party Code of Conduct establishes ethical standards when engaging with the group or acting on its behalf. The policy applies to various third parties, including partners, contractors, suppliers, and customers. It promotes legal, ethical, and environmentally responsible business operations. The code covers requirements, confidential information, business practices, ethics, and reporting misconduct. It is accessible on the organization website, enabling third parties to familiarize themselves and comply with its standards. Read more about Elsewedy Electric's [Third-Party Code of Conduct](#).

## Compliance, Monitoring & Reporting

Elsewedy Electric prioritizes ethics and integrity in its operations, employing a robust Compliance, Monitoring & Reporting functions. The Group Compliance is a central function within the organization, with a formal status that identifies, assesses, advises on, monitors and reports on the compliance risks.

Low-risk claims are resolved by the relevant department promptly. The Compliance Department conducts annual employee training programs to increase awareness and understanding of the policies and procedures, empowering employees to contribute to ethical standards.

It monitors the risk of regulatory sanctions Elsewedy Electric may suffer as a result of a potential failure to comply with laws, regulations, rules, related self-regulatory organization standards, and codes of conduct applicable to its activities.

Elsewedy Electric's Compliance department plays a crucial role in ensuring adherence to our code of conduct. We conducted group compliance trainings, with 100% of employees and subsidiaries were trained for compliance policies.

High and medium-risk claims are escalated to the Audit Committee and Chief Executive Officer or Compliance Committee for further action, ensuring appropriate attention to significant concerns.

**100%** ▶ EMPLOYEES AND SUBSIDIARIES TRAINED ON COMPLIANCE POLICIES



## Whistleblowing Policy <sup>6</sup>

The Whistleblowing Policy outlines guidelines, responsibilities, and procedures to effectively address whistleblowing-related issues. The Whistleblowing Policy ensures promoting accountability and transparency by establishing clear reporting procedures and providing guidance on raising concerns. The Compliance Department bears the responsibility for implementing and enforcing the policy. The policy's scope extends to all Elsewedy Electric entities, subsidiaries, and employees, including external stakeholders.

It covers a broad range of claims, including bribery, fraud, discrimination, and health and safety risks, encouraging reporting regardless of the specific concern. To facilitate reporting, Elsewedy Electric offers multiple mechanisms such as online portals, email, and mail. Anonymity and confidentiality are strictly maintained throughout the reporting process to ensure the safety and protection of whistle-blowers. Investigations are conducted by the Compliance Department, categorized by severity.

Whistle blowing Reporting Channels		
<b>Speak Up Portal</b>	<b>E-mail</b>	<b>Mail:</b>
<a href="https://compliance.Elsewedy.com/">https://compliance.Elsewedy.com/</a>	<a href="mailto:compliance-int@Elsewedy.com">compliance-int@Elsewedy.com</a>	Plot 27 1st District, 5th Settlement, New Cairo - Egypt

## Anti-Bribery and Corruption

Elsewedy Electric has implemented a comprehensive Anti-Corruption & Anti-Money Laundering policy to ensure adherence to relevant laws and regulations and prevent any form of bribery, corruption, and money laundering within its business operations. The organization's board members and executives play a vital role in upholding the policy by setting an example and demonstrating leadership that rejects corrupt behavior. To ensure compliance, different subsidiaries of Elsewedy Electric are required to abide by specific laws and regulations relevant to their operating countries.

Violations of anti-corruption and anti-money laundering laws carry significant consequences, including criminal and civil liability, fines, and penalties. To enhance accountability, stakeholders are encouraged to report any suspected corruption or violations of the law.

The Compliance Department plays a crucial role in facilitating the reporting process, conducting investigations into breaches, and ensuring overall policy compliance. Additionally, the Legal Department is responsible for due diligence procedures and investigating alleged breaches.

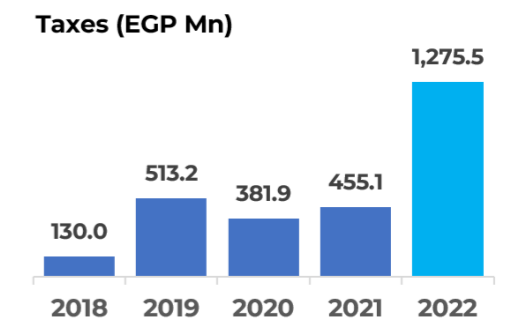
Business owners within Elsewedy Electric have the responsibility of ensuring that employees are aware of and compliant with the anti-corruption and anti-money laundering training. The policy applies to all entities, subsidiaries, employees, and third parties associated with Elsewedy Electric, leaving no room for compromise. The policy also provides clear guidelines on accepting and offering gifts, including the requirement to seek approval for gifts above a certain value. Facilitation payments are strictly prohibited, except in exceptional situations where safety, health, or freedom is at risk. Moreover, the policy acknowledges the corruption risks associated with charitable donations and stipulates that donations on behalf of the organization should be made solely through authorized departments.

Elsewedy Electric reviews the policy annually. Notably, in 2022, Elsewedy Electric recorded zero cases of corruption or bribery, reflecting the efficacy of their comprehensive anti-corruption measures and organizational culture of integrity.

**ZERO** ▶ CASES OF CORRUPTION OR BRIBERY IN 2022

## Tax Transparency

By prioritizing tax transparency, Elsewedy demonstrates responsible and ethical business practices. This commitment extends to financial transparency as well, with Elsewedy Electric reporting a tax value of EGP 1,275 Mn as of Q4 of 2022. By openly disclosing its tax contributions, Elsewedy Electric reinforces its commitment to transparency and responsible financial practices. Advantages of tax transparency include enhanced credibility and trust, as stakeholders can see the organization's commitment to fulfilling its tax obligations. It also promotes accountability by ensuring compliance with rigorous environmental standards.

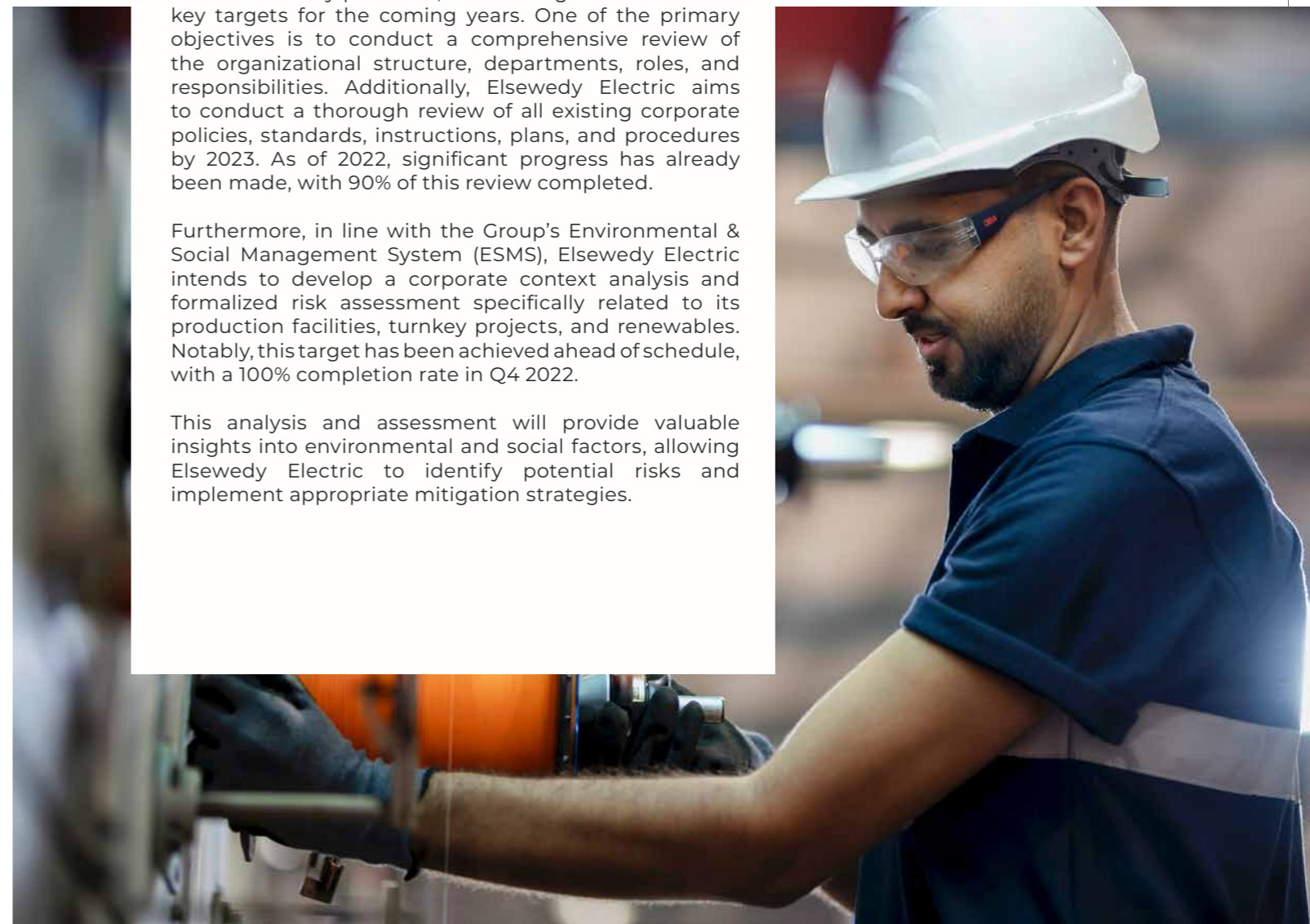


## Future Prospects

Elsewedy Electric is dedicated to continuously improving its sustainability practices, and the organization has set key targets for the coming years. One of the primary objectives is to conduct a comprehensive review of the organizational structure, departments, roles, and responsibilities. Additionally, Elsewedy Electric aims to conduct a thorough review of all existing corporate policies, standards, instructions, plans, and procedures by 2023. As of 2022, significant progress has already been made, with 90% of this review completed.

Furthermore, in line with the Group's Environmental & Social Management System (ESMS), Elsewedy Electric intends to develop a corporate context analysis and formalized risk assessment specifically related to its production facilities, turnkey projects, and renewables. Notably, this target has been achieved ahead of schedule, with a 100% completion rate in Q4 2022.

This analysis and assessment will provide valuable insights into environmental and social factors, allowing Elsewedy Electric to identify potential risks and implement appropriate mitigation strategies.



<sup>5</sup> Read more about [Elsewedy Electric's Whistleblowing Policy](#)

## Sustainable Business Model

Sustainable business model innovation is crucial for the Elsewedy Electric Group. Our suppliers undergo reviews to ensure their adherence to local laws and international regulations and agreements in HSE, human rights adherence, environmental regulations, labor rights, child labor, and other supply chain Elsewedy Electric [Sustainability Strategy 2020-2023](#). Accelerating the transition towards a sustainable, digital and resilient energy future 9 sustainability issues. Over the next period, we will further transform our business models and supply chains towards sustainability.

Our key priority will be implementing a product stewardship approach to help Elsewedy become one of the major producers of sustainable electric products in Egypt and beyond. Using the power of digital technology, we will also improve our material tracking automation and material planning towards creating a unified and responsible supply chain system. Starting 2021, we will implement a standardized process throughout all our companies for screening suppliers for environmental health and safety and social sustainability aspects as the starting point towards developing broader ESG criteria following good international best practices and international requirements.



We will ensure the alignment of our financial targets and sustainability goals and assess and mitigate financial risks connected to climate change.

### Areas of Action

- Sustainable business model innovation
- Alignment of financial and sustainability metrics

Key Targets 2020-2030	Status	2022 Performance
Introduce a comprehensive metric for shared value creation by 2023	⊖	Scheduled for completion in Q3 2023.
Establish a Corporate Environmental and Social Management System (C-ESMS) by 2023.	✓	Ongoing project during 2022 (80% completion reached), and scheduled for full completion and implementation in Q1 2023. Elsewedy Electric completed

✓ Achieved
🕒 In Progress
⊖ Not Started

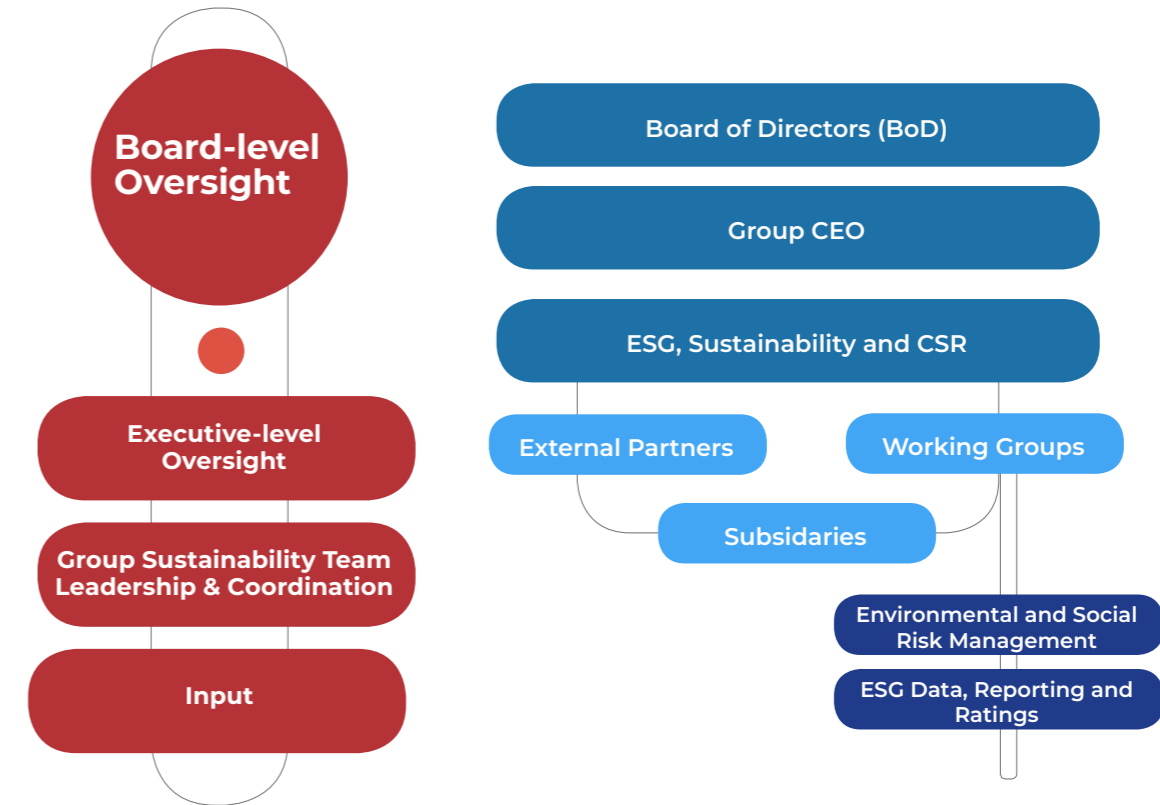
## Sustainability Governance Framework

### Powerful governance supported by board oversight

Elsewedy Electric has developed full board oversight for the implementation of the [sustainability strategy](#) in recognition of its importance to the organization's strategy and operations. The Group CEO, Eng. Ahmed Elsewedy, receives periodic updates on progress across all ESG workstreams and reports to the full Board.

All sustainability initiatives are monitored by the Group ESG, Sustainability & CSR which is headed by Mrs. Manal Hassan, the Group Chief Sustainability Officer and she provides updates to the executive management accordingly.

## Elsewedy Electric Group Sustainability Governance Framework



## Quality Management

At Elsewedy Electric, the quality management department plays a critical role in ensuring that we maintain the highest standards of quality throughout our operations. From System Approval to Product Approval, Customer Focus, Supplier Approval, Quality Management System, and Sustainability, our quality management team is responsible for closely monitoring and evaluating our processes to ensure that we meet or exceed our customers' expectations.

Supplier Approval is a major point within our process because it helps ensure that we work only with suppliers who meet our strict quality standards and follow our code of conduct. Customer Focus acts as a center point to our philosophy, and our quality management team is always looking for ways to improve our customer satisfaction levels.

Our Quality Management System is the backbone of our operations, and our team is responsible for ensuring that it remains effective and efficient. Finally, Sustainability is a critical consideration for us, and our quality management team is always looking for ways to reduce waste, minimize our environmental impact, and ensure that we operate in a socially responsible manner.

We recognize that maintaining high levels of quality is essential to our success. To ensure that our employees are equipped with the skills and knowledge necessary to maintain these standards, we provide regular training sessions. We issued 61 corrective orders throughout 2022 to uphold our quality standards, and we are proud to report that none of these orders were issued due to accidents or violations. These orders were issued as part of our proactive approach supply chain to quality management, and they helped us identify and address potential issues before they could impact the quality of our products and services. Our commitment to maintaining high-quality standards remains unwavering, and we will continue to take proactive measures to ensure that our employees work in the safest possible environment and our clients receive the best possible experience & results.

Trainings	
ISO 14001 lead auditor course	ISO 50001 lead auditor course

## Sustainable Supply Chain

Our commitment to sustainable growth is centered around maximizing the value we derive from our resources while recognizing the limits of decoupling and prioritizing the enhancement of our supply chains. As we pursue growth and profitability, we are equally dedicated to promoting ESG compliance and creating sustainable value for our business, customers, and society. To this end, we conduct thorough reviews of our suppliers to ensure their adherence to local laws and international regulations in areas such as human rights, environmental regulations, and labor rights.

In the coming period, we will continue to transform our business models and supply chains to prioritize sustainability. Our foremost goal is to establish a product stewardship approach that positions Elsewedy Electric as a leading producer of sustainable electric products in Egypt and beyond. We will leverage digital technology to improve our material tracking automation and planning, thereby creating a unified and responsible supply chain system.

Additionally, we have implemented a standardized process across all our companies to screen suppliers for ecological health and safety and social sustainability as a starting point towards

developing broader ESG criteria that adhere to international best practices and requirements. We expect all suppliers to make a firm commitment to our Third-Party Code of Conduct: The related requirements must be accepted by all suppliers. The Third-party Code of Conduct is based on the principles outlined by:

- **Foreign Corrupt Practices Act (FCPA), especially for entities operating in the US; Regulations published by the Office of Foreign Assets Control (OFAC).**
- **Regulations published by the European Union.**
- **UK Anti-Bribery Act of 2010, for entities working in the UK.**
- **Regulations published by the United Nations,**
- **Local laws and regulations of each country,**
- **Elsewedy Electric's internal policies.**

**1,066** ▶ TOTAL NUMBER OF SUPPLIERS IN 2022, OF WHICH 95% ARE LOCAL

**420k m<sup>2</sup>** ▶ PROJECT AREA

**720k** ▶ ANNUAL CONTAINERS CAPACITY

**5K m<sup>2</sup>** ▶ STORAGE SPACE



### Case Study: Elsewedy Electric's Transformative October Dry Port Project

Elsewedy Electric, in collaboration with DB Schenker, is leading the transformative October Dry Port project, poised to revolutionize the logistics landscape in Egypt. This groundbreaking endeavor, as the country's first dry port and a Public Private Partnership (PPP) initiative, marks a significant milestone in sustainable infrastructure development.

### Enhancing Logistics Efficiency: The First Dry Port in Egypt

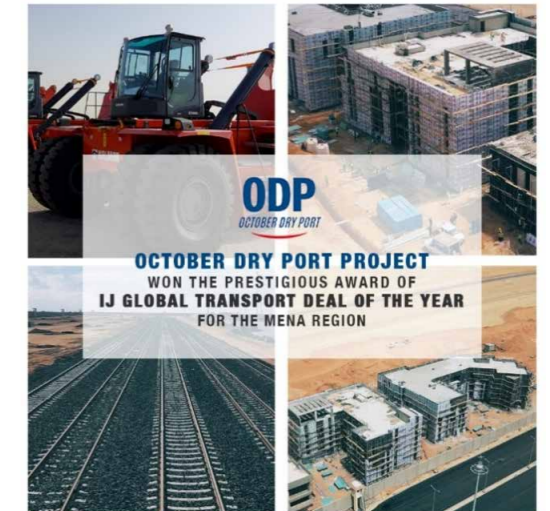
Spanning an impressive area of 420,000 square meters, the October Dry Port will have an annual capacity of 720,000 containers, effectively relieving congestion at the major seaports in Alexandria and Dekheila. As a vital link between sea ports and inland destinations, the dry port will drive the digitization of cargo movement, offering tangible benefits to the global supply chain and end customers.

### Innovative Features & Infrastructure: Empowering Seamless Cargo Movement

The project boasts a comprehensive range of features, including an internal transportation railway system, container yards capable of accommodating various container types, a generous 5,000-square-meter storage space, a custom inspection area, and dedicated storage facilities for full and empty containers. Additionally, administrative offices for various parties involved in port operations, such as Customs, General Organization for Export and Import Control (GOIEC), and food safety, will be incorporated.

### Streamlined Connectivity: Reducing Congestion and Promoting Sustainability

By connecting seamlessly to the Alexandria and El Dekheila ports through a fast railway network, the October Dry Port will alleviate congestion on highways, reduce CO2 emissions, and significantly expedite logistical operations. During its initial phase, the port will offer a storage capacity of 8,352 containers, 120 reefer containers, and an inspection yard for 180 containers.



### Recognition and Future Outlook: Awards, Key Figures, and Economic Impact

The October Dry Port project has garnered recognition for its excellence, being awarded the prestigious IJ Global Transport Deal of the Year for the MENA region. The highly anticipated opening ceremony, scheduled for the third quarter of 2022, will be graced by distinguished guests, including Lieutenant General Kamel El Wazir, Minister of Transportation, General Amr Ismail, Head of the General Authority for Ports and Dry Land, Eng. Ahmed Elsewedy, President and CEO of Elsewedy Electric, Amr Mansour, CEO of Elsewedy Electric Ports Development, and Khaled Morsi, CEO of DB Schenker.

Through its sustainable infrastructure, advanced technology integration, and commitment to reducing carbon emissions, the October Dry Port will accelerate the supply chain cycle, create job opportunities, and contribute to economic growth.



## Customer Experience

Elsewedy Electric is a leading global provider of energy and infrastructure solutions, and the organization has been able to maintain a sustainable marketing strategy with a consumer-centric approach. By putting the needs and preferences of customers at the center of its marketing efforts, Elsewedy Electric has been able to build stronger relationships with clients, increase customer loyalty, and drive business growth.

The organization recognizes that consumers are becoming increasingly conscious of the environmental impact of their actions, and they are actively seeking out products and services that are environmentally friendly, emphasizing Elsewedy Electric's commitment to reducing carbon emissions, conserving energy, and promoting renewable energy solutions.

Elsewedy Electric has adopted a customer-centric by prioritizing customer satisfaction and engagement. The organization has invested in building strong customer relationships through personalized interactions, feedback mechanisms, and customer support programs.

By listening to customer feedback and responding to their needs, Elsewedy Electric has been able to create a loyal customer base that is more likely to recommend its products and services to others. Our initiatives in 2022 targeted different segments of customer needs, starting with the development of the Arabic website that helps attract a new base of customers, reach a higher target audience, and increase the website traffic, this consequently has improved our website's usability and supported content marketing. Moreover, we have developed marketing collaterals with motion appliances in order to introduce new business for Elsewedy Electric by increasing brand awareness and improving the knowledge regarding local manufacturing. The efforts extended to the development of Polymers Brand collaterals and increasing its digital media presence aiming to create a new sub brand for Egyplast to suit our export portfolio of master batch, in order to increase customer engagement and expand market exports.



### Case Study: Egytech Cables Facilitates Power Transmission for El Mutlaa Residential City in Kuwait

Elsewedy Electric's subsidiary, Egytech Cables have signed two new contracts with a value of 13.2 Mn Kuwaiti Dinars (approximately EGP 686 Mn) for the supply, installation & maintenance of 132 kV ground cables for supplying the main substations 132/11 kv. of two regions for El Mutlaa Residential city. This project showcases our longstanding partnership between Elsewedy Electric and the Kuwaiti authority, which has entrusted the organization with numerous key projects over the past decade.

#### Project Overview:

The Public Authority for Housing Welfare has embarked on the development, renovation, and creation of alternative income resources through El Mutlaa Residential City. As part of this initiative, Egytech Cables, operating on a turnkey basis, will play a crucial role in the implementation of the project over an 18-month period. The primary focus of Egytech Cables will be on the design, supply, and installation of 132KV ground cables, ensuring efficient power transmission for El Mutlaa Residential City.

#### Benefits and Impact:

The partnership between Egytech Cables and the Public Authority for Housing Welfare will yield several benefits for the development of El Mutlaa Residential City and Kuwait as a whole.

By focusing on power transmission infrastructure, the project will contribute to the reliable and efficient supply of electricity, supporting the growth and sustainability of the city. Additionally, the successful execution of this project will reinforce Elsewedy Electric's position as a leading provider of cable solutions in Kuwait, further solidifying their presence in the market.

The contracts are signed by Egytech Cables with the Public Authority for Housing Welfare underscores Elsewedy Electric's continued success in Kuwait and its commitment to supporting the country's infrastructure development goals and highlights the significant contribution to the country's infrastructure landscape.

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**KWD 13.2Mn** ▶ **TOTAL CONTRACTS VALUE**

## Future Prospects

Elsewedy Electric is focused on implementing a comprehensive metric for shared value creation, aiming to introduce a sustainable return on investment or total impact metric by 2023. Additionally, the organization aims to further integrate the Corporate Environmental and Social Management System (C-ESMS) that encompasses all sectors, subsidiaries, and projects. This system will be complemented by formalized Corporate Environmental and Social Management Plans (ESMPs) within the relevant applications, particularly for greenfield developments, all to be achieved by 2023. By pursuing these initiatives, Elsewedy aims to enhance its sustainable business model and contribute to a more environmentally and socially responsible future.

## ESG Integration

Building on previous efforts, we will strive to incorporate social and environmental criteria within our investment efforts. We will seek to consider both financial return and sound social/environmental practices. We will develop comprehensive ESG criteria, with ESG assessments for 100% of new projects, strictly aligning investment criteria with sustainability priorities. We will also focus on sharing information and knowledge on ESG-related matters, including developing an information repository in each division to share information with other divisions, offices, and regions to improve communication and learning. Such information will include business practices, scripts from regulatory conference calls, and breakout sessions from training conferences. Disclosure on major ESG international platforms is already being adopted with a gradual increase in exposure to major media for similar businesses.



### Areas of Action

- Internal ESG integration in line with industry standards and regulatory requirements
- ESG assessments and ratings
- ESG integration across the supply chain
- ESG-aligned investment

Key Targets 2020-2030	Status	2022 Performance
100% of employees trained on sustainability and ESG topics by 2023.		Training to be fully implemented in 2024.
100% of investment portfolio accounted for under scope 3 emissions by 2030.		Corporate trained 100% of employees (not workers).
All suppliers and new investments comply with ESG criteria by 2030.		Not yet accounted for; however, it will be covered in the Group's 2023 carbon footprint report.

Achieved In Progress Not Started

## Sustainable Investment

At Elsewedy Electric, we recognize that sustainable investment is essential for both our business and the environment. As a leading player in the energy sector, we have a responsibility to prioritize sustainable investment practices that help us achieve our long-term goals while also contributing to the well-being of the planet. It can help us reduce our environmental impact, strengthen our reputation as a socially responsible organization, and ensure the long-term viability of our business. We remain committed to sustainable investment practices and will continue to look for innovative ways to drive positive change within our organization and in the communities where we operate.

**USD 150 Mn** ▶ **FUNDS FROM IFC FOR ELSEWEDY ELECTRIC'S SUSTAINABLE PROJECTS**

## Trainings

At the beginning of 2022, we have secured \$150mn in funds from the International Finance Corporation (IFC), a member of the World Bank Group. The loan will be channeled to infrastructure projects which mainly cover the organization's development or acquisition of renewable projects. The loan will also be allocated to refinance previous acquisitions made by the organization. The funding will support Elsewedy Electric's expansion and growth plans over the next three years.

## Risks & Opportunities

Integrating environmental, social, and governance (ESG) aspects within a organization's strategy is crucial for achieving sustainable success in today's business world. By prioritizing ESG considerations, Elsewedy Electric can improve its long-term financial performance, minimize environmental impact, and enhance reputation as responsible corporate citizens. ESG factors can inform every aspect of a organization's operations, from product development and supply chain management to employee engagement and community outreach. Companies that prioritize ESG considerations

are not only better positioned to succeed in the long run, but they can also make a positive impact on the world around them. We analyzed, assessed, and developed mitigation measures to sustainability risks based on five drivers: markets, regulations, technological change, reputational issues, and environmental aspects. The risk groups and factors are attuned to a low carbon scenario, listed below and the main mitigation actions. The analysis of sustainability risks and opportunities relevant to our operations is further reflected in our long-term commitments.

Risks		Opportunities	
1	A decline in hydrocarbons demand	1	Improve sustainability governance
2	Loss of results and cash flow	2	Implement a sustainability management system
3	"Stranded assets"	3	Identify, assess and manage environmental and social risks and impacts across the value chain
4	Decreasing shareholders' returns	4	Align goals with SDGs and national priorities
5	Price fluctuations	5	The transition towards a sustainable business model
6	Rising operation and investments costs for hydrocarbons	6	Adopt circular economy principles
7	Cuts to fossil fuel subsidies	7	Adopt a product stewardship approach
8	Higher carbon tax	8	Align asset development with low-carbon scenarios
9	Breakthroughs in renewables, energy storage and sustainable mobility	9	Foster impactful partnerships for sustainability
10	Interruptions of industrial operations	10	Model an optimal sustainable energy mix
11	Difficulty in complying with legal and other requirements	11	Increase the share of renewable energy and resources
12	Damage to plants and infrastructures	12	Achieve science-based climate and water targets
13	Recovery and maintenance costs	13	Facilities comprehensive ESG integration
14	Employee health and productivity deterioration	14	Ensure transparent ESG disclosures
15	Impacts on stakeholders' relations	15	Define and monitor SMART sustainability targets
16	Impacts on stock price	16	Invest in sustainable infrastructure
17	ESG scores and investor views	17	Protect critical infrastructure via nature-based and technical measures
		18	Diversify the portfolio across geographies and less vulnerable sectors

## Future Prospects

Elsewedy Electric is planning by 2023 that 100% of employees will be trained on sustainability and ESG topics. By 2030, our full investment portfolio accounted for under scope 3 emissions and all suppliers and new investments will comply with ESG criteria.

## Partnerships for Change

We recognize that our strength and capacities as a Group can be multiplied by effectively collaborating with a range of local and international partners, initiatives, and coalitions.

We commit to leveraging the power of partnerships and collaborations to expand upon our commitments and upscale our positive impact while addressing pressing societal and environmental challenges.

### Areas of Action

- Scanning prospective partnerships and collaborations
- Applying a methodology and process to assess the effectiveness and feasibility of collaborations that drive positive change



Key Targets 2020-2030	Status	2022 Performance
Join one globally recognized coalition or initiative for each of the pillars of this strategy by 2023.	✓	Elsewedy Electric committed to setting near-term science based targets in accordance with the SBTi in 2022, and plan to join the "1% for Planet" in Q3 2023. Elsewedy Electric joins the Alliance for Industry Decarbonization, and Chapter Zero (CGI).

✓ Achieved   
 🕒 In Progress   
 ⊖ Not Started

## Regional Evolvement

Elsewedy Electric have actively pursued regional evolvement through its subsidiaries' partnerships and collaborations in diverse regions such as Africa, Egypt, Europe, GCC, and Asia. El Sewedy Electric's regional evolvement is characterized by its strategic partnerships and collaborations, through these alliances, we have demonstrated our commitment to promoting electrification, driving sustainable energy solutions, and supporting infrastructure development in many regions globally.

## African Change

### Tanzania Energy Congress 4th Edition

Elsewedy Electric participated as a Gold Sponsor in the "Tanzania Energy Congress," 4th edition, that took place at JNICC, Dar Es Salaam, Tanzania, from the 3rd until the 4th of August. The Minister of Energy, H.E. January Makamba, the guest of honor, H.E. Kassim Majaliwa, and his honor, Hon. Hemed Suleiman Abdulla, Second Vice President of Zanzibar, visited Elsewedy Electric's booth. They discussed with the Managing Director of East Africa, Eng. Ibrahim Qamar, the continuous collaboration efforts between Elsewedy Electric and the Tanzanian government.



### Elsewedy Electric Phase II Industrial Complex Launches Transformers Factory

Hon. January Makamba, Minister of Energy-Tanzania, and H.E. Mohamed Abu El Wafaa, the Ambassador of Egypt to Tanzania, inaugurated phase two of Elsewedy Electric Industrial Complex, with the attendance of Eng. Ibrahim Qamar, Managing Director, Elsewedy Electric East Africa. The launch of the transformers factory phase two is the latest stage in establishing Elsewedy Electric Industrial Complex, and a step closer to becoming a regional manufacturing and exporting hub for wires & cables, transformers, insulators, PVC, meters, and a logistics Centre.

The complex demonstrates Elsewedy Electric's strategy of sustainable investment in Tanzania and whole Africa, in which it will produce solutions and equipment necessary for the industrialization strategy of Tanzania 2025.



### Two MOU Signings with Zanzibar's Ministry of Trade and Industrial Development

In continuation with our expansion efforts to solidify Tanzania as a key regional hub, Elsewedy Electric is delighted to announce the signing of two MoUs relating to two initiatives between Elsewedy Electric and the People's Republic of Zanzibar's Ministry of Trade and Industrial Development. The first MoU entails the execution of feasibility study, design, EPC + Finance of the International Trade Fair Ground (Nyamanzi, Zanzibar). While the second one encompasses the execution of feasibility study, design, EPC + Finance of the Convention Centre and Hotel Project (Mbweni, Zanzibar).



### A collaboration MoU between Elsewedy Electric and the Ministry of Energy & Natural Resources in Djibouti towards renewable energy

Elsewedy Electric and the Ministry of Energy & Natural Resources in Djibouti embarked on a significant collaboration through the signing of a Memorandum of Understanding (MoU). The ceremony, held at Elsewedy Electric Headquarters in Cairo, Egypt, aimed to explore the potential of renewable energy in Djibouti.

The partnership seeks to leverage Elsewedy Electric's expertise and guidance to develop new and renewable energy projects, enabling the full utilization of Djibouti's resources and supporting emission reductions. This strategic alliance underscores the commitment of both parties to sustainable development and signifies a crucial step towards unlocking Djibouti's renewable energy potential.

Through comprehensive studies and assessments, the collaboration will identify viable renewable energy projects aligned with Djibouti's energy needs and sustainability goals. The anticipated benefits include energy independence, significant emission reductions, economic growth, job creation, and the promotion of sustainable development. By harnessing renewable energy resources, Djibouti aims to reduce reliance on imported fossil fuels and establish itself as a regional leader in renewable energy development.



### Egyptian Influence

#### Elsewedy Electric was honored to be part of the Islamic Development Bank (IsDB) 2022 Annual Meetings with the theme "Beyond Recovery"

Elsewedy Electric was honored to be part of the Islamic Development Bank (IsDB) 2022 Annual Meetings with the theme "Beyond Recovery". Elsewedy Electric was honored to be part of the Islamic Development Bank (IsDB) 2022 Annual Meetings with the theme "Beyond Recovery: Sustainability and Resilience." The event took place in the Egyptian Green City Sharm El Sheikh for the first time in 30 years and commenced by H.E Dr. Hala El-Said Minister of Planning and Economic Development.

President and CEO Eng. Ahmed Elsewedy was a member of the CEO's panel discussion named "Repositioning the Development Priorities for the Private Sector" alongside Mr. Oussama Kaissi CEO of Islamic Corporation for the Insurance of Investment and Export Credit (ICIEC), Mr. Ayman Sejiny CEO of Islamic Corporation for the Development of the Private Sector (ICD), and Eng. Hani Salem Sonbol CEO of International Islamic Trade Finance Corporation (ITFC).

Panelists tackled the relationship between the government, private sector, and communities; IsDB's support to private sectors, countries' economies and national projects, and how these projects serve the UN's SDGs.



### Elsewedy Digital signed a Memorandum of Understanding (MOU) with Siemens Industrial LLC for "Cooperation in Digital Industries Solutions for Industrial Verticals in Egypt"

Elsewedy Digital, a subsidiary of Elsewedy Electric, signed a Memorandum of Understanding (MOU) with Siemens Industrial LLC for "Cooperation in Digital Industries Solutions for Industrial Verticals in Egypt".

Under this agreement, both companies will collaborate on various opportunities related to Siemens products. These include automation and control solutions, communication solutions, industrial field instrumentation, motion control as well as digitalization.

This collaboration aims to enhance and provide innovative digital solutions that cater to the needs of different industries while promoting sustainable growth across Egypt.



### Elsewedy Electric in Partnership with Renew Power Signs a Framework Agreement with the Government of Egypt for a Green Hydrogen Project

Elsewedy Electric in partnership with ReNew Power Private Limited, a subsidiary of ReNew Energy Global Plc, have signed a Framework Agreement with the Government of Egypt to jointly develop, finance, construct, operate and maintain a green hydrogen project with its related ancillary facilities.

The Framework Agreement is entered into with The Sovereign Fund of Egypt (TSFE) Infrastructure & Utilities Sub Fund, New and Renewable Energy Authority (NREA), Egyptian Electricity Transmission

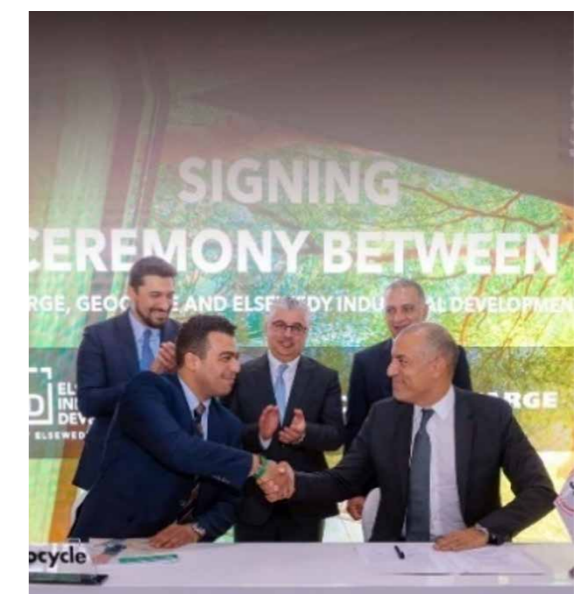
**220k Tons** ▶ GREEN HYDROGEN ANNUAL PRODUCTION

Organization (EETC), and The General Authority for Suez Canal Economic Zone (SC Zone). The Project comes in line with Egypt's National Green Hydrogen Strategy issued during COP27.

### Future Management of Sokhna 360 industrial waste

Geocycle, the leading provider of sustainable waste management solutions, and Lafarge Egypt for sustainable and innovative building solutions, members of Holcim Group, signed a cooperation agreement with Elsewedy Industrial Development a subsidiary of Elsewedy Electric; with the aim of managing the generated construction and infrastructure waste and the future industrial waste of "Sokhna 360" project.

This aligns with Suez Canal (SC) Zone's objective to encourage and support sustainable development projects and green transformation, particularly through the launch of green fuel projects in the region. The MoU paves the way for the integration of green and eco-friendly solutions by granting Geocycle the rights to contract with investor factories of the Sokhna 360 in the future, to manage their industrial waste safely and sustainably.





**“The collaboration works as a catalyst for implementing Sokhna 360 sustainability vision, achieving a perfect balance between competitive ROI and impacting the surrounding environment positively.”**

**Eng. Mohamed El Kammah, CEO, Elsewedy Industrial Development**

### Elsewedy Electric and INDELEC France gathered at Business France Egypt in Cairo to celebrate over two decades of a fruitful and successful partnership

On the 15th of June 2022, Elsewedy Electric and INDELEC France gathered at Business France Egypt in Cairo to celebrate over two decades of a fruitful and successful partnership. Ahmed Galal, CEO of SEDCO for Petroleum Services, cordially thanked Mr. Arnaud Lefort, CEO of INDELEC, and Mr. Jérôme Millon, INDELEC MENA Sales Manager, for the trust, cooperation, and dedication they have shown over many years. We look forward to continuing our shared vision of providing innovative solutions for a safer world.



### Elsewedy Telecom Cables Signs MOU with REICHLÉ & DE-MASSARI

Elsewedy Electric is proud to announce the signing of an MOU between its subsidiary, Elsewedy Telecom Cables and R&M Reichle & De-Massari, a leading global cabling and connectivity solution provider for high-end communication networks. The partnership will see the joint sale of Elsewedy Telecom Cables along with R&M META Cabling products allowing both companies to provide a joint end-to-end Cabling solution to the end user, in the Middle East, Turkey and Africa. This new collaboration seeks to strengthen and develop digital transformation, bringing connectivity across the region.



### Elsewedy Electric & TKH partner with Flat6Labs to launch a clean and deep tech hackathon

Elsewedy Electric, an energy and infrastructure solution provider, The Knowledge Hub Universities (TKH), and Elsewedy Education's initiative, the Innovation Hub, launched a clean and deep tech hackathon program named Climathon in partnership with Flat6Labs. The Climathon core themes are Smart Cities, Agritech, InduaKstry 4.0, and Energy & Water Management.

## European Partnerships

### Elsewedy Industrial Development Participates in 1ST Egyptian-Portuguese Investment and Partnership Forum in Lisbon

Elsewedy Industrial Development was honored to participate in the first Egyptian-Portuguese Investment and Partnership Forum in the capital, Lisbon.

Counselor Mohamed Abdel-Wahab, CEO of the General Authority for Investment and Free Zones inaugurated the forum, which has been attended by Mr. Francisco André, Secretary of State for Foreign Affairs and Cooperation, and Ambassador Wael El-Naggar, Ambassador of the Arab Republic of Egypt in Portugal with the participation of more than 80 Egyptian and Portuguese companies.

Elsewedy Industrial Development's participation in the forum comes through a series of visits and events carried out by the organization, encouraging the role of the private sector in attracting foreign investments to Egypt in light of the changes taking place in the global economy.



### Elsewedy Electric have exhibited alongside its partner Com Cavi at the Key Energy Exhibition in Italy on its 15th edition

At the Key Energy Exhibition on its 15th edition, one of the most significant international exhibitions showcasing technologies, services, and integrated solutions that promote the transition towards a carbon-neutral economy, Elsewedy Electric have exhibited alongside its partner Com Cavi.

We've been supplying them with FS17 cables, solar cables, and medium voltage cables for over 25 years, and it will be a great opportunity to showcase our cables portfolio that we offer for the Italian market. The exhibition took place at Rimini Expo Centre, Italy, and lasted from the 8th till the 11th of November.

## Gulf Cooperation

### Elsewedy Electric Leadership Team had the Pleasure of Meeting Tawal's Top Management to Discuss Potential Collaboration in the Promising Saudi Arabian market

During a fruitful visit to the Kingdom of Saudi Arabia, Elsewedy Electric leadership team had the pleasure of meeting TAWAL's top management to discuss potential collaboration in the promising Saudi Arabian market. TAWAL is the leading integrated ICT infrastructure provider in the Kingdom of Saudi Arabia, and the first and largest Telecommunications Tower Organization in the Kingdom and the region.

The meeting was held at TAWAL's Head Office in Riyadh, with the representation of Elsewedy Electric by: Eng. Ahmed Elsewedy, Elsewedy

Electric President & CEO, Eng. Abdelrahman El Sewedy, CEO of Elsewedy Digital, Eng. Sherif Darwish, General Manager Elsewedy Telecom Infrastructure BU, and Eng. Ahmed Omar, Regional Commercial Director, Elsewedy Telecom Infrastructure BU. TAWAL was represented by Eng. Mohammed Alhakbani, CEO, Mr. Saeed Alshehri, COO, Mr. Saud Altoaimy, CFO, & Mr. Khalid Alshaya, Procurement General Manager.



**Elsewedy Electric participated in JIMEX 2022 in Amman, Jordan alongside 280 exhibitors**

Elsewedy Electric participated in JIMEX 2022, the 17th International Machines and Electro-mechanical Exhibition that took place on the 30th of May 2022 in Amman, Jordan. Elsewedy Electric participated alongside 280 exhibitors representing 700 global trade marks, with over 12,000 trade visitors attending the exhibition.

**Cooperating with the Government of Iraq in achieving and laying the foundation for growth in the key service sectors of electricity infrastructure**

With the aim of cooperating with the Government of Iraq in achieving and laying the foundation for growth in the key service sectors of electricity infrastructure, Elsewedy Electric is proud to extend its products and solutions by the approval of the Ministry of Electricity for the supply of Power transformers up to 400kV, Distribution transformers up to 36kV and Mobile Substations up to 132kV.

**Elsewedy electric PSP & Toyota Tsusho granted completion certificate for new Babil substation in Iraq**

Joint venture of Toyota Tsusho Corporation and Elsewedy Electric PSP has completed the New Babil 400 kV substation in Iraq, increasing power transportation capacity and stabilizing power supply to a population of approximately 1.9 million Iraqis.

**1.9 Mn** ▶ **IRAQIS WITH STABILIZED POWER SUPPLY**

**Asian Impact**

**IsDB President Visits Elsewedy Electric Factory in Indonesia**

Chairman of the Islamic Development Bank (IsDB) Group H.E Dr Muhammad Sulaiman Al Jasser visited Elsewedy Electric Indonesia (EEI) factory in Cileungsi-Bogor, southeast of Jakarta, during his tour of several power grid projects financed by the IsDB in the country to enhance cooperation and support Indonesia's 2022 G-20 Presidency.

EEI supports the power grid enhancement project through a PT PLN (Persero) program, under

which the organization supplies several power transformers. The program seeks to enhance Indonesia's electrification ratio to 100%. The project is being financed by the IsDB and has been running since 2017 with a total value of IDR 1.2 trn (USD 90 mn). The project consists of 103 units of power transformers with a total capacity of 7.647.8 MVA. These substations are distributed across the islands of Sumatra, Kalimantan, Java, Sulawesi, and Nusa Tenggara.

According to the President and CEO of Elsewedy Electric, Eng. Ahmed Elsewedy, EEI has strategic plans to expand its business in Indonesia in line with the UN's Sustainable Development Goals (SDGs). These plans will involve building a new factory, thereby creating new job opportunities, providing training to students, and transferring knowledge and technology.

EEI is also actively participating in renewable energy projects, including hydroelectric and geothermal power plants in several regions of Indonesia, Malaysia, Sri Lanka, New Zealand, Canada, and other countries.



**Case Study: A Kuwaiti Golden Working-Record Built on Trust**

The impressive record of Elsewedy Electric in Kuwait of more than a decade of success while working on several key projects has made its subsidiary, Egytech cables, the organization of choice to be awarded 6 contracts for public works by the Public Authority for Housing Welfare in

Kuwait with a total value of KWD 42.09 m (EGP 2.5 Bn).

**KWD 49.72 Mn** ▶ **TOTAL CONTRACTS VALUE**

**Projects Samples:**

Egytech Cables, has signed three new contracts with the for the supply and installation of 132 kV ground cables for the main Substations of El Mutlaa Residential City in Kuwait.

Another contract for the supply, installation & maintenance of 132 kV ground cables for supplying the main substations 132/11 kV. of (N3&N4) regions of El Mutlaa Residential city.

The organization has also signed two other new contracts with a value of 15,383,743 KWD for the supply, installation & maintenance of 132 kV ground cables for supplying the main substations 132/11 kV. of (N6&N10) regions of the city.<sup>7</sup>

**Expertise and Experience:**

Elsewedy Electric's extensive experience in Kuwait positions the organization as a trusted partner for infrastructure development. With a track record spanning over a decade, Elsewedy Electric has successfully executed numerous key projects in the country. In fact, nearly 60% of the high-voltage cables in Kuwait have been provided by Elsewedy Electric, showcasing our expertise and commitment to delivering reliable solutions.

**Future Prospects**

Elsewedy Electric is aiming to join one globally recognized coalition or initiative for each of the pillars of the [sustainability strategy](#) by 2023. This aligns with the growing trend to prioritize sustainability and take concrete actions to address environmental and social challenges.

<sup>7</sup> Read more about current projects in Kuwait under the Case Study: Egytech Cables Facilitates Power Transmission for El Mutlaa Residential City in Kuwait

# 08

## TECHNOLOGY & INNOVATION

### Driving the Digital Revolution

Technology has the power to facilitate social change. We will harness this power to explore and utilize positive opportunities for improving quality of life, increasing our competitiveness, and treading more ambitious sustainability trajectories. We will use digital technology to empower consumers to optimize their home energy management and adopt more sustainable living patterns. Crucially, we will transform our built environment and mobility, investing efforts into smart green buildings, electrifying fleets, and improving our monitoring and management capabilities.



## TECHNOLOGICAL PROGRESSION OVER OUR 5 REPORTING YEARS

### 2018

- RFID tags to track all types of objects in the manufacturing industry to keep track of assets or inventory.
- Focused on improving experience to both our customers and employees, including our standards for the infrastructure, provision of up-to-date information and loyal support services.
- Payroll costing & HR system deployed for 6 companies + SFA for P. I. Park
- Sales Force Automation (PSP) for services
- Global Enterprise Architecture Map for Group
- IT Organization Structure Assessment and Development

### 2019

- The establishment of sensors and external data sources enabled to introduce comprehensive monitoring of the product's condition, external environment, product's operation, and usage, and enabled early alerts and notifications of changes.
- Full-scale implementation of IoT, initiated efforts to become paperless and better integration of advanced management systems (SCADA, MRP) and software (CPQ) to improve efficiency at every frontier.
- Further implementation of Sales Force Automation (SFA)
- PRM is implemented as an extension of the CRM initiative to serve the indirect sales channels.
- Smart tracking roll out.
- Inventory Control Automation Pilot
- IoT pilot for smart energy
- IoT pilot for smart tracking

### 2020

- IT Department availed the VPN access to all users so they can access all organization facilities from anywhere.
- Infrastructure services are now all working via the cloud, and we also enhanced the network security level, allowing it to accommodate 3000 concurrent user connections per day without any effect on the service performance. We also adopted enhanced collaboration tools for video conferencing to accommodate around 1000 video conferences per day without any performance issues.
- In 2020 Iskraemeco continued its innovation across digital grids: energy distribution networks connected through various devices such as smart meters and sensors.
- Iskraemeco Digital Grids address challenges of electricity utilities through Modernization of MV/LV stations, Development of centralized grid management, Increasing the network efficiency.

### 2021

- New Digital Transformation Strategy.
- Infrastructure services moved to the cloud.
- A new Legal Department long-term digitalization system has been implemented, which the entire team was trained on. As a result, 90% of corporate data has been uploaded. In addition, other modules, PAOs, and IPs are being rolled out systematically.
- To accommodate the work-from-home policy, all organization applications were converted into mobile applications that could be accessed from any location.

### 2022

- Expanded Digital Solutions through Elsewedy Digital.
- Developed a group digital master data management platform.
- Launched "Elsewedy Electric My Benefits" mobile application for employees.
- Successful completion of a prototype for smart building technology in the Gate Towers of New Alamein.
- Development of the first Egyptian smart irrigation system.
- Introduced Symbiot, an IoT-powered Intelligent software suite.
- Opened of the first Technology Design Center in Slovenia, with strategic hubs in Egypt and India.
- Developed latest tech Fiber Optic Cables range.

## Digitalization with Purpose

By digitalizing our business lines and the energy sector at large, we allow energy suppliers to optimize their valuable assets, integrate renewable energies from variable and distributed resources, and reduce operational costs. New digital solutions will help balance the grid, optimize supply chains, defer grid investment, and generate new revenue streams. By implementing blockchain, real-time demand response and IoT apps, our products and systems gather information and feedback, allowing utility companies to manage energy use, anticipate demand and optimize costs, making them attuned to the continuously evolving societal needs.



**We commit to driving an evolutionary redesign of the energy markets while ensuring a consistent, reliable, and available energy supply when needed.**

### Areas of Action

- Analyzing and harnessing the disruptive potential of digital technology and technological innovation.
- Developing digital management systems for data collection, KPIs tracking, analysis and benchmarking.
- Developing remote monitoring systems to complement the digital management systems.
- Developing digital solutions that help to upscale sustainability transitions.

Key Targets 2020-2030	Status	2022 Performance
100% coverage by digital services by 2030.	✓	As of 2022, Elsewedy Electric has successfully completed the establishment of a fully centralized digital system.
100% Digital Sustainability Management System and GHG Accounting Systems by 2025.	🟡	Elsewedy Electric is currently establishing a corporate-wide digital sustainability data management system and GHG accounting systems.

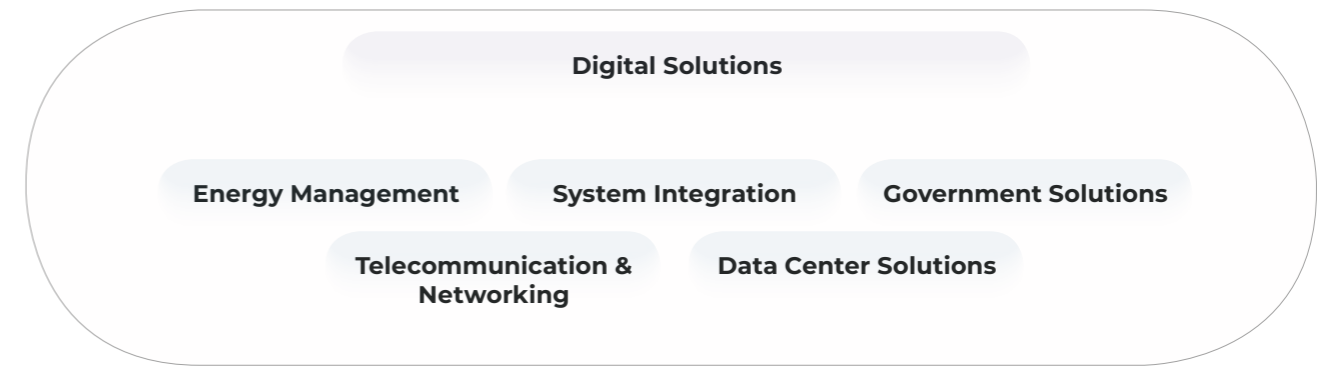
✓ Achieved
🟡 In Progress
⊖ Not Started

## Digital Solutions

Elsewedy Electric as a leading provider of energy and infrastructure solutions, has long recognized the importance of digitalization in today's rapidly evolving business landscape. As such, the organization has established a separate arm fully dedicated to digital solutions, demonstrating its commitment to leveraging cutting-edge technologies and innovative approaches to drive growth and enhance the customer experience.

Elsewedy Digital is a global system integrator focusing on large-scale end-to-end, fully integrated software and hardware solutions that enable immense digital transformation. Our mission revolves around smart digitization so that our clients can reap more business benefits from their technology investments.

Our services are organized under several categories: telecom infrastructure, ICT infrastructure, complete data center setup, ELV systems, IoT & smart solutions, software, enterprise, and financial services solutions, industrial and grid automation, and cloud services. We have an extensive network of technology partners in every domain, and our solutions cater to many industries, including governments, utilities, telecom operators, oil & gas, enterprises, and financial institutions.



By investing in digital solutions, Elsewedy Electric is not only staying ahead of the curve in terms of technological innovation but is also better positioned to meet the needs of the market in a rapidly changing world. With a deep understanding of the power of digitalization and a commitment to delivering best-in-class solutions, Elsewedy Electric is poised to lead the way in the digital transformation of the energy and infrastructure industries.

## Digital Development

Elsewedy Electric's digitalization revolves around a comprehensive assessment of current digital capabilities and identifying areas for improvement. We have set clear goals and objectives that align with our overall strategy and vision. Our approach involves prioritizing initiatives based on potential business impact, required effort, and available resources, focusing on those with the highest ROI and strategic alignment.

Elsewedy Electric recognizes the importance of investing in digital skills and talent to support digital transformation. We aim to hire and train employees with expertise in areas such as data analytics, artificial intelligence, and cybersecurity. Additionally, Elsewedy Electric is committed to developing a robust cybersecurity strategy to safeguard their digital assets and ensure compliance with regulations and standards.

Leveraging emerging technologies, such as cloud computing, is a key aspect of our strategy. By adopting these technologies, we aim to enhance our operations, improve mobility experiences for both customers and employees, and create new revenue streams.

Continuous monitoring and evaluation are integral to our approach, allowing us to assess the effectiveness of our digitalization roadmap and strategy. Elsewedy Electric do adjustments based on feedback and performance metrics to ensure ongoing improvement and alignment with organizational goals.

Elsewedy Electric's objective in their digital transformation journey is to create a paradigm shift that fosters an agile environment and enables the organization to accommodate targeted growth. We seek a centralized and integrated approach across the group to optimize our digital capabilities and drive competitiveness, growth, and value for customers and stakeholders.

*The following presents key digital transformation projects that were initiated in 2022 in relation to Elsewedy Electric's internal operations across several functions.*



Overall, Elsewedy Electric approached digitalization as a strategic imperative rather than a standalone initiative. By embedding digital capabilities and practices throughout the organization, the organization can enhance its competitiveness, drive growth, and create value for its customers and stakeholders.

### 3W Networks on Latest Technology in Digital Transformation Solutions

Leveraging our Digital Solutions footprint that started 20 years ago in UAE through our subsidiary 3W NETWORKS, we had the privilege of participating in the “Securing Your Digital Transformation” panel via Simon Heath, Cyber Security & IoT Director of 3W Networks, discussing the latest technology in digital transformation solutions.

### Digital Innovation

Elsewedy Electric is a prominent player in the field of electric products, with a long-standing history of innovation and excellence. However, in today's digital age, it is essential for us to embrace digital innovation and stay ahead of the curve.

Digital innovation from our approach is the use of digital technologies to create new products, services, and business models. It encompasses a wide range of technologies, including artificial intelligence, the Internet of Things, robotics, and blockchain, among others. By leveraging these technologies, we can streamline our operations, improve products, and enhance customer experiences.



### Elsewedy Electric UAE Adopting Industry 4.0 Technologies | Elsewedy Electric at Connect 2 Connect Summit 2022

A Fruitful Partnership with Siemens Digital Industries Elsewedy Electric UAE has taken a step ahead in the era of digital transformation. Thanks to our trusted partnership with Siemens digital industries aimed to boost the adaptation of industry 4.0 technologies across the region guarantying by then customer's differentiation with cutting-edge technologies.

Elsewedy Electric's Digital solutions had the pleasure to meet Honorable Nape Moses Nnauye, Minister of Information, Communications, and information technology of the United Republic of Tanzania during the Connect 2 Connect Summit 2022 in Dar Es Salaam. They also discussed the integration of digital technology in the governmental sector by delivering value to our customers through our fully integrated services that enable smart digitization and ensure optimized business performance.

### Case Study: Elsewedy Digital kicks off GeoPlatform with (WFP) in Lesotho

As part of our digital transformation expansion plans in Africa, Mohamed Zaki, Elsewedy Digital's Country Sales Manager, met and agreed with World Food Program team (WFP) to build and deliver the state of the art modern, E-Government GeoPlatform for Lesotho Governmental Territorial Planning Platform, relying on Elsewedy Electric agile organization culture and our full range of business-enabling technology and experience, to support the government of Lesotho building its capacity.

The project aligns with the UN Sustainability Development Goals (SDGs), which highlights the need to implement and revitalize the global partnership for sustainable development.



As the demand for sustainable, innovative solutions continues to rise, digitalization has become a key success and growth factor for government and public sectors as a Public Private Partnership that will transform evidence generation and decision making and has the potential to be replicated in the other countries.



### Future Prospects

In line with our commitment to sustainability and delivering value to customers and stakeholders, Elsewedy Electric plans to invest twice the current amount by 2030 in innovative digital services and products that facilitate the transition to sustainable development goals (SDGs), with a specific focus on sustainable cities and communities. Leveraging our proprietary technologies, Elsewedy aims to drive positive change and create a more sustainable future.

With the assistance of new digital technologies, Elsewedy Electric aims to become a platform-based organization that offers accessible and inexpensive energy to everyone, placing customers at the center of the transition to sustainable energy. Our goals include full 100% coverage by digital services in 2030, and integrating a totally Digital Sustainability Management System and a fully digital GHG Accounting System by 2025.

### Smart Technology

Digitalization and technology allow us to reduce energy bills for citizens and enterprises while enabling them to adopt sustainable lifestyle habits and participate in mechanisms of flexible demand. We are working to ensure uniformity of our customer management, resource allocation, asset operation and maintenance processes. Personalized data-driven experience based on sensors, smart meters and analytic platforms will give consumers effective control over their data and energy consumption in real-time. This will also enable customers to receive usage and outage alerts, earn credits and rewards, manage bills, and view new offers, while increasing engagement, open platform ecosystems plug-ins and achieve higher retention rates. By implementing machine learning, regulatory and marketing structures for customer electricity trades technology, we aim to obtain the necessary data and enable the customers to select the best way to pay for their energy. This will lead to a positive learning loop of analysis and improvement, facilitating the essential link between responsible consumption and production. Technological innovation and digitalization will further contribute to sustainability, safety and circularity across our facilities, infrastructure, and transport.



**We commit to progressive transformation of Elsewedy into a platform-based group that provides affordable and accessible energy for all, putting consumers at the center of sustainable energy transition. We will continue improving our management systems with the help of digital tools, research & development, and innovation. We will also use the power of technology to facilitate intelligent fleet management and gradual transition to an electric fleet.**

## Areas of Action



- Future-proofing of our Networks and customer processes through grid digitalization.
- Optimization of Home Energy Management through Virtual Assistance.
- Customer experience management.
- Improving energy choices via smart appliance and AI.
- Optimization of Transaction Management through Peer transactions to boost revenue streams, grip balance, optimize supplies and improve customer experience.
- Smart buildings and sustainable fleets.

Key Targets 2020-2030	Status	2022 Performance
100% coverage of own office buildings and facilities, and clients by remote energy monitoring and smart appliances by 2030.	🟡 45%	In 2022, we've achieved 45% coverage, covering all our new facilities in Egypt, KSA, UAE, Algeria, and Slovenia.
50% electric fleet by 2030.	⊖	In 2022, Elsewedy Electric sought strategic collaborations with electric fleet service providers in Egypt. This initiative aimed to accelerate our transition towards our 2030 target of a 50% electric vehicle fleet.

✔ Achieved
🟡 In Progress
⊖ Not Started

## Technological Advancement

As we move forward into the future, we are witnessing a significant shift in the way we interact with technology. Smart technology is becoming increasingly prevalent in our daily lives, transforming the way we work, communicate, and even live.

Elsewedy Industrial Development	Elsewedy Technology
<p>Elsewedy Industrial Development has happily announced the launch of its application; an empowering tool, granting 24/7 access to the latest news while allowing contact via What's App, Email or GPS location. The app is available for instant downloads and offers a world of services at your fingertips.</p> <p>   </p>	<p>Elsewedy Technology was thrilled to kick off the delivery, support, and 5 years operation project for First Abu Dhabi Bank. The bank has entrusted us to lead the delivery of a mega data center hosted on their premises at Fifth Settlement, New Cairo. The contract encompasses the implementation of a smart modular Data Center that is scalable in design, while offering fast deployment to support FAB's large customer base and withstand high density application scenarios. Additionally, Elsewedy Technology will be managing with global industry-standards, the data center operations to monitor systems, processes, and workflows used in the day-to-day operations. The business model, brilliant design and superb implementation services guarantee the best return on IT investment.</p>

## Case Study: New Alamein's Gate Towers Advanced Smart Buildings

### End to End Systems

 **+15**

### Floors Tall

 **4**

### Floors Commercial

 **42**

### Apartments

 **800**



Elsewedy Technology, a subsidiary of Elsewedy Digital, has successfully completed a prototype for the smart building technology that will be implemented in the Gate Towers of New Alamein, standing 42 floors tall, the Gate Towers is considered the tallest building in the national strategic project located northwest of Egypt by the magnificent Mediterranean Sea. Gate Towers will consist of 800 apartments in addition to 4 floors of commercial and retail space. The proof of concept (POC) left the attendees, including officials from New Alamein's City Authority, construction companies, and technical consultants, at awe with the advanced technology and its powerful capabilities. The end-to-end system developed by Elsewedy Technology will combine more than 15 systems that cover life safety systems, security systems,

passive & active networking, light current systems and building management systems. It combines technologies from industry leaders such as Bosch, Honeywell, and Siemens, creating a harmonious system that enhances security, safety, and overall building efficiency. In addition, the smart system will have built in capabilities to ensure efficient energy consumption by monitoring usage and responding with appropriate actions. This mega project is an important milestone in Elsewedy Technology's long record of accomplishments and a landmark in New Alamein. It will be a turning point for the Gate Towers helping it transform into the digital age.

## Case Study: The Egyptian Pivot Smart Irrigation System

Elsewedy Technology, under the leadership of Eng. Abdel Rahman El Sewedy, has developed the first Egyptian smart irrigation system, showcasing exclusive Egyptian expertise and marking a significant breakthrough in the smart irrigation market.

By supplying units for the East Owayenat project, part of the Toshka El Kheir initiative, we play a crucial role in reclaiming 2 million acres of land for enhanced food security in Egypt. Additionally, Elsewedy Electric has secured an order to supply and install 1000 locally made Center Irrigation Pivots, signaling a significant milestone for Egypt's irrigation sector.

In collaboration with the National Service Projects Organization (NSPO), Elsewedy Electric has established a new factory in Ain Sokhna City, Egypt, to manufacture Center Irrigation Pivots for the first time. This initiative aligns with the strategic vision of the political leadership to localize essential component production and achieve self-sufficiency. By utilizing advanced international irrigation techniques and incorporating nearly 80% local components, Elsewedy Electric aims to maximize value, generate economic returns, and create job opportunities.

### Light Current Systems

 **120k m<sup>2</sup>**

### Sokhna 360 Industrial Zone

 **2500**

### Locally Manufactured Components

 **80%**



**"Negotiations are underway with several countries to open export markets for the factory products." Set up on 120,000 square meters in the industrial zone at Sokhna 360, the factory target is to meet Egypt's annual needs of Center Irrigation Pivots only in the first phase. The giant project has created great momentum in the local industrial sector as more than 19 feeder industries for the project have already flourished".**

*Eng. Ahmed El Sewedy - President and CEO, Elsewedy Electric*

### Case Study: Iskraemeco's Smart Meters

Initially producing mechanical electricity meters, Iskraemeco, a subsidiary of Elsewedy Electric, has undergone a paradigm shift over the past years to become one of the leading global providers of electronic electricity and water meters.

Not only has Iskraemeco's market expanded across continental borders, but its production footprint has also grown significantly. It started in Slovenia and now has production facilities in Egypt, India, Malaysia, and Argentina, with new factory setups in Tanzania, Nigeria, and Zambia.

To support its large production capacity, Iskraemeco has established strategic partnerships with leading suppliers that complement its own Printed Circuit Board Assembly (PCBA) supply, allowing for the production of up to fifteen million components per day.

These partnerships ensure both the security of supply and the ability to meet fluctuating demand.

Iskraemeco's factories not only aim to fulfill local demand as part of their "Local Content Supply Strategy" but also contribute to the development of local economies and communities.

With a total production capacity of twelve million meters per year and a storage area of approximately 75,000 m<sup>2</sup>, Iskraemeco has exceeded expectations and stands proud among its competitors. To achieve its success, Iskraemeco has implemented a group-wide manufacturing strategy based on five key initiatives:

### Meet Symbiot, The Future of Smart Utility Management

Symbiot, the latest addition to Iskraemeco's portfolio of software solutions, is an IoT-powered intelligent software suite that enables easy, highly secure, and automated management of any utility based on real-time data processing. The powerful software suite offers future intelligence for better management of today's utilities.

It is quick to deploy and interoperable, allowing it to seamlessly connect and achieve full functionality regardless of what type of meters are used in the utility system.

The intelligent software facilitates the building and easy management of smart utility environments in any domain, from simple smart home connections to complex utility grids. It is flexible and modular in nature, so customers can easily scale up with the required apps as needed, minimizing system costs, time, and effort.

- 1. Automation:**

Through gradual automation of redundant processes, Iskraemeco has increased its production efficiency while developing employees to manage more demanding tasks.
- 2. Digitization:**

Utilizing the latest digitization technology has optimized the production capabilities and enhanced analytical performance feedback aimed at improving the manufacturing process.
- 3. Supply chain alignment and global demand consolidation:**

Complex logistical activities ensured a mature supply chain capable of meeting demand while optimizing inventory.
- 4. Lean manufacturing:**

Through Kaizen workshops employees have developed a method of eliminating process waste which drove continuous improvement across the Group.
- 5. Sustainability in production and supply:**

The center point of all the Group's operations, Iskraemeco, is continuously implementing environmental standards to minimize waste, energy consumption and emissions, and increase product recycling in all its factories.

Symbiot boasts advanced security thanks to Key Management System and PKI infrastructure security technologies. Its robust data processing capabilities and real-time connectivity allow it to effectively process large amounts of data, thereby reducing the total cost of ownership by increasing control of consumption, errors, and faults.

It facilitates daily operations and ensures a rapid response to disruptions, delivering an improved user experience and stable grids. Symbiot's contribution to efficient energy consumption supports sustainability and promotes green energy.

Symbiot consists of several apps that are built with the customer in mind, each app provides specific functions that address the varying customer needs.

**Symbiot HES**

The backbone of the system responsible for collecting data from multiple sources. It is meter agnostic.

**Symbiot MDM**

The brain of the system, it analyses the collected data, prepares it for other high-level systems (ERP, billing, customer portal) and provides validation, aggregation, estimation, and prediction at consumption level.

**Symbiot Field Assist**

A mobile/tablet app that simplifies field work and provides field operators with a clear overview of the tasks they need to complete daily.

### Benchmark Set for Smart Cities Solutions

Iskraemeco is leading the way in providing smart city solutions that address the pressing challenges of climate change and resource depletion. Recognizing the urgency of the situation, Iskraemeco emphasizes the need for cities to adopt new technologies and strategies to counter the effects of climate change and work towards achieving carbon neutrality.

Digitization offers countless opportunities that serve the sustainable development of cities and improve the quality of life. As cities expand so does the potential for cross-sector integration and the implementation of complex infrastructures such as smart grids. The implementation of smart grids, smart homes, and smart cities powered by lot energy solutions will contribute to multiple sustainability goals and allow cities to fight the climate crisis.

Iskraemeco offers research driven smart solutions that are based on sustainability, its smart city solutions are a multifaceted ecosystem of solutions that connect all vertical and horizontal ecosystems with various stakeholders such as residents, societies, local utilities, municipalities, and businesses. Their smart city projects introduce innovative solutions that set the benchmark for smart city initiatives and define how local businesses and public administration should collaborate, benefiting both municipalities and citizens.

### Data 2050 Breathes Life into Bright Ideas

Data2050 is an incubation and acceleration program jointly conducted by Iskraemeco and Elsewedy Electric. Its main purpose is to expand the companies' portfolios in the areas of metering, energy, e-mobility, and IoT, with an emphasis on services. The program aims to gather innovative ideas from individuals and companies and expedite their implementation with the support of resources from Iskraemeco, Elsewedy Electric, and external experts. The focus areas include IoT technology, point-to-point communications, security solutions, smart cities, smart grid solutions, e-mobility, and other innovative data areas within Elsewedy Electric and Iskraemeco ecosystem.

Data2050 has already engaged with over 50 promising entities in the field and has initiated collaborative projects with two of them.

By leveraging Iskraemeco's extensive knowledge and experience across 110 countries, the program aims to accelerate the adoption of new ideas, provide unparalleled opportunities for smaller companies to thrive, and diversify Iskraemeco and Elsewedy Electric's portfolios with innovative solutions. This incubation program enables Iskraemeco to stay ahead in a competitive market by proactively diversifying its portfolio to cater to growing segments and deliver comprehensive solutions to customers.

Data2050 will attract and grow the best companies that are the best fit for Iskraemeco and Elsewedy Electric's vision of efficient energy solutions. The project combines the best of two worlds, the agility of small companies, and the experience, knowledge, and resources of large corporations, offering the best way for Iskraemeco to diversify safely and quickly.



## New Technology Design Center Explores the Future

Iskraemeco has proudly opened the first technology design center in Slovenia with strategic hubs in Egypt and India. The Technology Design Center will explore future trends in agility, innovation, and lean design processes, driving disruptive changes in the energy system. Bringing together new ideas and top talents from around the world, the design center will innovate new technology that is destined to change the dynamics of the energy industry and solve its pertinent problems.

The new technology design center aims at aligning core development activities globally to come up with new solutions and services for various business segments. It will give Iskraemeco's employees the opportunity to utilize their knowledge and innovative skills to craft new solutions that will reshape the future of the energy market.

The center will play an important role in laying the foundation of smart cities by leveraging digital grids, metering systems in e-Mobility, data management, smart water, and Energy IoT.

## Future Prospects

Elsewedy Electric has set aspirational targets for its sustainability and smart technology efforts.

By 2025, the organization aims to achieve 100% coverage of its own facilities through remote energy monitoring and smart appliances.

By 2030, the goal is to have 100% of its office buildings equipped with smart technology.

Another goal of ours is to have 50% of Elsewedy Electric's fleet powered by electric vehicles by 2030, as a contribution to our efforts in reducing carbon

emissions and promoting sustainable transportation solutions.

Additionally, the organization strives to extend the benefits of remote energy monitoring and smart appliances to its clients, aiming for 100% coverage of their office buildings and facilities by 2030. This includes a commitment to having 50% of its clients' fleets transition to electric vehicles by the same year.

## Responsible Innovation

### Areas of Action

- Harnessing group capacities and solutions to develop the next generation of sustainable solutions
- Developing product stewardship guidelines in line with stringent ESG and Impact criteria



### Key Targets 2020-2030

100% EPD/ Green Label products by 2030.

### Status 2022 Performance

**In Progress** 30% Elsewedy Electric is working on publishing EPDs for all its cable products by Q2 2023, and for 100% of its products by 2025.

✔ Achieved   
 ⓘ In Progress   
 ⊖ Not Started

## Balancing Progress with Responsibility

We recognize that we have an important role to play in driving innovation and progress in the field of electrical engineering. However, with great power comes great responsibility, and it is crucial that Elsewedy Electric places responsible innovation at the center of its operations. From our perspective, responsible innovation is the practice of developing and implementing new technologies in a way that takes into account their potential impacts on society and the environment.

By prioritizing such an important aspect, Elsewedy Electric can ensure that its products and services contribute to a more sustainable and equitable future.

Elsewedy Electric progresses by investing in research and development that puts sustainability as one of the main pillars.

This could involve developing energy-efficient technologies, reducing waste and emissions in production processes, and exploring new ways to harness renewable energy sources.

### Elsewedy Technology

Elsewedy Technology will build and operate a mega data center for FAB Egypt in New Cairo, capable of supporting a large customer base and high-density applications. The project will last for 5 years, and Elsewedy Technology will provide implementation, deployment, and management services in accordance with global industry standards.

### Elsewedy Electric

Connecting Egypt & Africa with our FTTH Solutions, for more than 15 years, Elsewedy Electric kept developing its Fiber Optic Cables range to fulfill the market needs and stay up to date with the latest technology.

## Case Study: Sokhna 360 the First Sustainable and Integrated Industrial City in Egypt

Moving towards establishing green cities, Sokhna 360 is expertly developed by Elsewedy Industrial Development, the leading integrated developer of sustainable industrial cities and a subsidiary of Elsewedy Electric, and designed in collaboration with world-renowned master planners. Sokhna 360 is the first sustainable and integrated industrial city in the heart of Egypt's internal and external trade center.

It seeks to foster a sustainable pathway of growth, by undertaking green investments that encourage environmentally responsible decisions to ensure improved industrial production processes and resource-efficient productivity. Sokhna 360 establishes the equation of an attractive investment return and positive impact on society by adopting initiatives of Carbon Neutrality and Net Zero Emissions.

Sokhna 360 is holistic outlook on industrial integration by the red sea, introducing a progressive alchemy that combines work, living, education and leisure under one comprehensive roof to set a new benchmark in industrial excellence, thanks to a pioneering concept of a world class community living.

Sokhna 360 is a fully integrated industrial city built over an acreage of 10 million sqm, developed by Elsewedy Industrial Development, a subsidiary of Elsewedy Electric.

It is designed to cater for local & international investors looking for a destination that perfectly combines their professional and manufacturing requirements with residential and communal services & needs. The city will include an industrial area of 5.7 million square meters in addition to a 470,000 square meters logistics area, which includes the latest facilities for each industry.

The project also includes a residential area of 470,000 square meters, which is designed to provide an integrated living experience on the Red Sea with its proximity to the workplace.

The Active Zone has been designated to be an ideal administration and Commercial center in addition to an Educational Zone, to empower young people through a Technical Academy, a University of Technology and a Training Center. The future is more Productive and Inclusive.

### Strategic Location

Boasting a prime location in Suez Government, Sokhna 360 enjoys a prime location on the Red Sea. Strategically located on the vital Suez Canal trade route, 15 Km from Ain Sokhna Port, 50 Km south of Suez City, linked to Sokhna El Alamein railway, 60 Km from New Administrative Capital and 125 Km from Cairo International Airport. The destination is the heart of Egypt's internal trade while connected to the wider continent of Africa the entire Middle East region, Asia, Europe, and the world. Sokhna 360 is set up on approximately 10 Mn SQM, with an industrial zone accounting for almost 60% of the project area and green areas of around 700,000 SQM.



#### Industrial Area

**5.7 Mn m<sup>2</sup>**

#### Logistics Area

**470K m<sup>2</sup>**

#### Residential Area

**470K m<sup>2</sup>**

### Attracting Investors

Sokhna 360's location on Suez Canal which not only provides lucrative trade incentives, but also an ideal opportunity to network and grow in an export haven where the majority of businesses are. In addition to the prime location, Sokhna 360 has the potential of attracting 3 BN US dollars investments owing to its great incentives:

- 100% foreign ownership
- 100% foreign control of import/export activities
- 100% exemption from custom duties & sales tax
- Custom duties on exports to Egypt are only imposed on imported components not final products
- Fast-track visa services
- 100,000 Job opportunities creation potential

**USD 3 BN** ▶ INVESTMENTS

**100%** ▶ FOREIGN CONTROL OF IMPORT/EXPORT ACTIVITIES

**100%** ▶ FOREIGN OWNERSHIP

**100%** ▶ EXEMPTION FROM CUSTOMER DUTIES AND SALES TAX

### Elsewedy Industrial Development & Global Chemical Organization BASF Signed MOU to Establish a Green Logistics Hub in Sokhna 360

Elsewedy Industrial Development signed an MoU with BASF, a German multinational organization and the largest chemical producer in the world, to establish a major green logistics hub in Sokhna 360.

With the aim to be one of the biggest logistics hubs with a space of 470K SQM, BASF is committed to supporting industries through its broad portfolio of products and innovations to create a sustainable framework for business practices on economic, social, and environmental levels.

We are proud of our recent collaboration with BASF, which is in the process of obtaining the Usufruct Right of a plot of land in Sokhna 360, which demonstrates our keenness to collaborate with clients who share with us the same vision. BASF trusted that Sokhna 360 suited their aspirations to allocate their first green industrial hub, assuring high standards of safety, technology, integration, and sustainability. This collaboration is a great step towards boosting the green economy in line with Egypt's Vision 2030.

**470m<sup>2</sup>** ▶ GREEN INDUSTRIAL HUB



### Elsewedy Industrial Development, Geocycle and Lafarge Egypt Sign MOU to Foster Green Transformation and Industrial Development at Sokhna 360

Geocycle - the leading provider of sustainable waste management solutions, and Lafarge Egypt for sustainable and innovative building solutions, members of Holcim Group, signed a cooperation agreement with Elsewedy Industrial Development with the aim of managing the generated construction and infrastructure waste and the future industrial waste of Sokhna 360 project. This aligns with SC Zone's objective to encourage and support sustainable development projects and green transformation, particularly through the launch of green fuel projects in the region.

The MOU paves the way for the integration of green and eco-friendly solutions by granting Geocycle the rights to contract with investor factories of the Sokhna 360 in the future, to safely and sustainably manage their industrial waste. Similarly, Lafarge Egypt will offer eco-friendly building solutions from cement or concrete reducing carbon emissions while maintaining

the same performance. This promising cooperation is a major and necessary step in achieving green transformation in support of national and global trends in this regard.

The collaboration works as a catalyst for implementing Sokhna 360 sustainability vision, achieving a perfect balance between competitive ROI and impacting the surrounding environment positively. It also integrates the green aspect and contributes to carbon neutrality and Net-Zero initiatives, which are among the most important SDGs in line with Egypt's Vision 2030 and Energy Strategy 2035.

Overall, Sokhna 360 represents a significant step towards building sustainable cities and fostering a green economy in Egypt, contributing to national and global goals for a more sustainable future.

## Case Study: 3W Networks leading innovation across various sectors

### ADNOC Awards 3W Networks Three Significant Projects

Abu Dhabi National Oil Organization (ADNOC) has awarded 3W Networks, a subsidiary of Elsewedy Electric, three significant projects.

- Maintenance of security networks at ADNOC Headquarters.
- Delivery of the telecommunication system for ADNOC's Belbazem.
- Smart Parking management system for ADNOC facilities.

The first project is a major service contract for the maintenance of security Networks at ADNOC Headquarters, Ruwais and other locations in Abu Dhabi, United Arab Emirates.

The three-year contract will start from January 2022 and will ensure a reliable security system and will be executed by 3W Networks Technical Assistance Centre, 3W Care, providing 24/7 advanced support with SLA of ten minutes response time. The scope of work includes comprehensive maintenance, breakdown and emergency on-call services, configuration, backup, and integration support at all levels.

The second project involves managing the delivery of the telecommunication system for ADNOC's Belbazem Full Field Development Project, located northwest of Abu Dhabi.

The scope of work consists of delivering advanced and steadfast telecom and security systems infrastructure including FO & LAN system, PAGA, CCTV, Access Control system, Telephone system, Radio System, Personnel Tracking System, Perimeter Intrusion & Detection system, Security Monitoring system and OT Cybersecurity system at Belbazem oilfield.

The third awarded project to 3W NETWORKS is the implementation of a smart parking management system for ADNOC facilities. This system aims to efficiently manage the 1700 slot multi-level parking, with advanced capabilities that optimize parking, heighten safety, and reduce traffic.

The project scope includes design, supply, installation, testing, and commissioning of the car parking management system in addition to data cabling, and containment. Hosted on the cloud, the smart system will cover employee registration, map configuration and floor plans, live maps and bay history, generate heat style maps, and mobile applications for iOS and Android.

### Aramco, The National Oil Organization of Saudi Arabia Selects 3W Networks for The Delivery of 3 Mega Projects

Aramco, the national oil organization of Saudi Arabia, has selected 3W Networks to implement comprehensive systems for three major oilfield projects. The first project involves the expansion of the Berri field, located onshore and offshore in the eastern coast of Saudi Arabia. The goal is to double its crude production capacity to 500,000 barrels per day (bpd) under the Berri Increment Program (BIP). The scope of work includes structured cabling, UPS system, LAN data network system, telephone system, voice alerting, video conferencing, PAGA/CCTV, emergency plant siren system, and more.

The second project focuses on Marjan increment package 1 - GOSP-4, an offshore oilfield undergoing expansion as part of the Marjan Crude Increment Program. The aim is to increase crude oil production capacity from 500,000 bpd to 800,000 bpd by 2022. The scope of work Transmission System, Structured Cabling and Fiber Optic Cables, Telephone system (IP & Analog), In plant voice & paging system, Data Network, WLAN system, Process & Security CCTV, PAGA, ACS Video Conferencing and more.

The third project involves delivering an advanced QR code system for Aramco's asset management. This system, covering project management, engineering, procurement, system integration, testing, commissioning, and warranty services, will enable accurate tracking and management of site equipment. The QR codes carry detailed asset information and promote real-time data accessibility, immediate notifications, and easy recording. By implementing this system, Aramco aims to streamline the asset management process, save countless manhours, and enhance safety and efficiency in the working environment.

### 3W Networks Partakes in Phase 2 of the Legendary UAE Railways Program

3W Networks is participating in the second phase of the UAE railways program, a significant national infrastructure project aimed at revolutionizing the UAE's logistical and transportation sector. The extensive railway network will span approximately 1,200 km, connecting the borders of Saudi Arabia and Oman.

3W Networks is pleased to be part of the second phase of this project which will cover 628 KM of tracks, with a scope of work to cover the provisioning of a cybersecurity layer at the perimeter of the operational technology (OT). The state-of-the-art security system will not only help Eithad Rail safeguard its advanced railway network and systems from malicious attacks but will also provide clear visibility of any attacks via the SIEM system.

### 3W Networks to Implement Connectivity Solution for Pioneer Retailer Majid Al Futtaim

3W Networks has proudly been awarded the implementation of an SD-WAN for leading retail operator Majid Al Futtaim. The project will span multiple regions, including the Middle East, Africa, and Asia, in collaboration with our global connectivity partner Vodafone. The scope of the agreement involves supplying, installing, testing, and commissioning SD-WAN network components for 550 retail stores across 13 countries, including the UAE, Singapore, Sri Lanka, Saudi Arabia, Qatar, Hong Kong, Oman, Egypt, Kenya, Kuwait, Bahrain, Tanzania, and Uganda.

### Future Prospects

Elsewedy Electric has set aspirational targets to enhance its product stewardship and promote environmental sustainability. By 2023, Elsewedy Electric aims to establish and implement Product Stewardship Guidelines (PSGs) to ensure responsible management of its products throughout their lifecycle. In line with our commitment to transparency and environmental accountability, Elsewedy Electric

plans to have at least one product within each product category equipped with Environmental Product Declarations (EPDs) by 2025. Furthermore, the organization envisions that by 2030, all its products will have EPDs or Green Labels, providing comprehensive information on their environmental impact and enabling customers to make informed choices aligned with their sustainability goals.



# 09

## PLANET & RESOURCES

### Aligning with nature for a livable future

We know that our potential for development depends on how successful we are in appreciating nature and respecting its limits. We will focus on achieving a holistic transition to environmental sustainability, enacted through rapid decarbonization, renewable energy, further improving our energy efficiency and wise use of resources. We aim to produce superior solutions that simultaneously meet environmental sustainability requirements while delivering outstanding performance, longevity and user experience. We will align our path with the low carbon scenarios, extending the energy management system and utilize novel tools that extend our journey towards supporting a livable planet for all.



## ENVIRONMENTAL PROGRESSION OVER OUR 5 REPORTING YEARS

2018



- We issued our first Carbon footprint report for year 2018.
- “Employee Self Service System” empowers employees and managers to communicate and perform different activities in a “non-paper based” environment to both save their time and achieve one of our main corporate sustainability goals.
- Adopting international best practices including ISO 14001:2015 Environmental Management Systems in managing waste from all our sites and facilities
- Specialized team in charge of dismantling printers, personal computers, laptops, and other electric devices to extract spare parts for reuse.
- We collect all recyclable components, such as cables, wires, plastic, and more and reintroduce them into the manufacturing process.

2019



- Certified by TUV NORD for having the first factory in Egypt, the Middle East, and Africa to produce carbon-neutral, green cables.
- New offices are being built with state-of-the art, environmentally friendly features which equals or exceeds both LEED and EGBC Gold certification standards.
- Set up a corporate-wide system to track our consumption of fuel and electricity which will allow us to increase the boundaries of our Greenhouse Gas emissions reporting to cover 100% of Elsewedy Electric companies by 2023.
- Collect all recyclable components, such as cables, wires, plastic, and more and reintroduce them into the manufacturing process.
- Conduct life cycle analysis and focus on Improving product footprint in the manufacturing phase including packaging, Logistics, material, and energy efficiency optimization.
- Hazardous wastes are disposed at authorized landfills, and used oil is collected and recycled by licensed service providers.
- Started by the end of this year. Our scope was to develop, finance, build, own and operate the project located in Benban, Kom Ombo, Aswan Province with a capacity of 130 MWp (2X65MWp plots) which will power more than 140,000 houses while saving more than 120,000 tons of CO2e a year

2020



- Elsewedy Electric’s 1st CDP Disclosure
- Elsewedy Electric companies have started adopting and following the requirements of the Energy Management System Standard ISO 50001
- Enhanced our GHG reporting to include an additional production facility and accounted for GHG emissions resulting from additional scope 1 and 2 activities.
- Working on producing EPDs for all our products
- Iskraemeco Slovenia signed an agreement with Veitur, the largest utility organization in Iceland servicing primarily the southwest part of the country, to transform its electricity, heat, and water networks into a smart and sustainable grid, which shall enable the country to reach carbon neutrality by 2040.

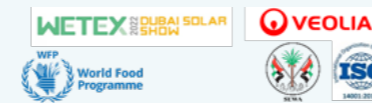
- Covered seventeen of Elsewedy Electric's production facilities, equivalent to 69.7% of total corporate revenues; ten additional production facilities have been included as a comparison to 2020's data.
- Set a procedure for chemical handling that fully manages the Life Cycle Assessment (LCA) for every chemical material in the Group.
- Obtained Environmental Licensing for Elsewedy Infrastructure and the Busway.
- Tamkeen's students, first project in 2021 was the construction of solar energy panels to provide electricity and produce clean energy.
- Achieved 21% of 2025 1.5 degrees targets in 2021.
- Carbon Footprint report will serve as a new base year against which all upcoming years will be compared.
- Eight manufacturers reported zero solid waste to a landfill in 2021, while in 2021 waste diversion rate to recycling facilities was 75%.
- Raised environmental awareness among STA students and encouraged their participation, all our schools had recycling bins where students are now fully aware of the importance of waste sorting and recycling.

2021



- Published a Group [Biodiversity Policy](#) and developed Land Acquisition Procedures as part of the corporate-wide ESMS.
- Published a Group [Environmental Policy](#).
- Elsewedy Electric has committed to set near-term organization-wide emission reductions in line with climate science with the SBTi.
- Expanded the boundaries to cover 22 facilities in 2022 from 18 in 2021 and improved the data quality of GHG emissions accounting.
- Total Scope 1+2 GHG emissions in 2022 amounted to 148,890 mtCO<sub>2</sub>e.
- Industrial waste generation of 68,031 tons, with 86% diversion rate
- Collaborated with organizations like the World Food Program (WFP) to build advanced E-Government GeoPlatform for territorial planning, supporting sustainable development goals.
- Implemented the Sunlight SOLERA SUN SQUARE, an off-grid solar-powered hub in Zambia, benefiting over 30,000 rural Zambians.
- Signed an agreement for the construction of a 90 MW PV solar plant and 25 MW of batteries in Angola.
- Upgraded the Balana Wastewater Treatment Plant to increase its capacity by 60,000 m<sup>3</sup>/day.

2022



## 2022 ENVIRONMENTAL REPORTING BOUNDARIES

Elsewedy Electric started reporting on its environmental performance including its organizational carbon footprint in 2017, covering only six of its factories. However, Elsewedy Electric has continued to enhance its disclosure efforts and track its progress by steadily expanding the number of factories included in its reporting. As of 2021, the organization was reporting on 18 factories, and in 2022, it further expanded its reporting to include 22 factories.

Moreover, in 2022, the organization accounted for more activities regarding GHG emissions assessment, further demonstrating its commitment to transparency and accountability in its environmental sustainability efforts.

### 22 FACILITIES COVERED IN ELSEWEDY ELECTRIC'S 2022 ENVIRONMENTAL REPORTING

Egyplast (Egypt)	United Metal (Egypt)	Elsewedy Cables (Ethiopia)
United Steel Wires (USW) - (Egypt)	SEDCO, ELASTIMOLD (Egypt)	Doha Cables (Qatar)
Iskraemeco (Egypt)	ECMEI (Egypt)	Iskraemeco (Bosnia)
United Industries Organization (UIC) (Egypt)	GIAD Elsewedy (Sudan)	Elsewedy Electric Infrastructure (Egypt)
Elsewedy Transformers (Egypt)	Yanbu Al-Sinaiyah (Saudi Arabia)	Transformers (Pakistan)
Egytech Cables (Egypt)	Elsewedy Cables (Algeria)	SEDCO Petroleum (Egypt)
Iskraemeco (Slovenia)	United Metal (Egypt)	Transformers (Indonesia)

## CLIMATE AND WATER ACTION

Climate change and water scarcity are crucial challenges to humanity and the future of the Planet. The [Group Climate Policy](#) and [Water Policy](#) outline key principles and priorities for our climate and water action, with the former focusing on mitigation and adaptation and the latter focusing on water sustainability, circularity and resilience. Both policies also address the issue of climate and water-related losses and damages. During this decade, we will strive to meet the rising energy needs of a growing population while ensuring deep and rapid decarbonization and a responsible approach to water. We will particularly align our activities with CDP A list requirements for climate and water.

**We commit to leadership in facilitating the transition to a net-zero carbon, water-secure, climate- and water-resilient world powered by 100% renewable and sustainable energy.**



## Areas of Action

- Identifying, assessing and managing climate and water risks and opportunities
- Reducing organizational carbon and water intensity, absolute GHG emissions and water use
- Energy management system
- Reducing the carbon and water footprint of our products
- Developing specific smart, climate and water-resilient and carbon neutral solutions
- Investing into renewable energy and climate-resilient infrastructure
- Capacity building and consulting on climate and water action

Key Targets 2020-2030	Status	2022 Performance
20% of energy consumption from self-supply renewable energy systems by 2030.		Feasibility studies for installing rooftop solar plants in manufacturing facilities has been completed.
Reduce energy consumption by 20% for all office buildings and factories by 2030.		An increase of 12% in energy consumption from 2021 to 2022 across the 18 reported facilities is attributed to the increase in production capacity across the wires and cables sector by 60% during the same period.
Reduce water consumption by 40% for all office buildings and factories by 2030.		An increase of 10% in water consumption from 2021 to 2022 across the 18 reported facilities is attributed to the increase in production capacity across the wires and cables sector by 60% during the same period.
2X investments in renewable energy, climate, and water projects by 2025.		12.2% increase in revenues from Elsewedy Electric's renewables IPP segment compared to 2021.
Net-zero emissions by 2050.		Elsewedy Electric has achieved a reduction of 7% in scopes 1 and 2 in 2022 compared to the 2017 baseline, across its 6 factories.
Net-zero emissions from the entire supply chain 2050.		Elsewedy Electric has committed to set near-term organization-wide emission reductions in line with climate science with the SBTi and shall submit its science-based targets to the SBTi for approval and validation.

Achieved In Progress Not Started

### Disclosing through CDP: Committing to Climate and Water Action



Elsewedy Electric continues to disclose its climate and water performance through CDP, and this year the organization achieves a "C" score (high awareness level) on its first scored disclosure cycle. Elsewedy Electric is committed to continuously improve its efforts and actions towards achieving its targets and attaining leadership scores in the upcoming years.

## ESTABLISHING A GROUP ENVIRONMENTAL POLICY

A part of our efforts touched on the governance of Elsewedy Electric, we published a Group [Environmental Policy](#) that extends to all business lines, and subsidiaries of Elsewedy Electric. It aims to impact collaborations and joint ventures as well. The organization adopts a holistic approach to environmental action, considering short-term, medium-term, and long-term impacts, co-benefits, synergies, and trade-offs. Environmental management is seen as a continuous process, requiring flexibility, adaptation, and robust solutions that perform well under different environmental scenarios.

To achieve its vision of zero negative environmental impact, Elsewedy Electric prioritizes several areas of action. These include following internationally recognized Environmental Management Systems, reducing environmental impacts through assessments and the use of best practices, safeguarding biodiversity through risk management and ecosystem-based approaches, efficient management of water resources, reducing the environmental footprint through pollution mitigation and resource conservation, developing innovative technologies for climate change mitigation, promoting circular economy principles, transparent reporting on environmental performance, fostering an environmentally conscious culture, and ensuring compliance with legal obligations and voluntary commitments.

## WATER STEWARDSHIP

Elsewedy Electric commits to maintaining a strong management approach to water conservation and responsible discharge across all its manufacturing facilities. The organization has a published [Water Policy](#) that applies to all its subsidiaries, which serves as a guiding framework for water management. Additionally, Elsewedy Electric has developed an environmental and social management system of which water and energy management shall be incorporated, monitored, and improved continuously.

Although our operations are not water-intensive, we remain committed to sustainable consumption and discharge of water. As per the local regulatory requirements, all our facilities monitor the water discharge quality by standard effluent parameters. Mainly, water from the municipal sources is withdrawn and consumed at our production facilities, generally used in washing activities and closed-loop refrigeration circuits. Elsewedy Electric is committed to transparency and regularly reports its water performance on the CDP platform. In the 2022 cycle, the organization scored a C in its water security questionnaire.

Elsewedy Electric continues to disclose its water performance in 2023 to track its progress and identify areas for improvement. Through its management approach and commitment to sustainability, Elsewedy Electric aims to contribute to the preservation of water resources and promote responsible water use across its operations and beyond.

Additionally, as part of Elsewedy Electric's water action commitment, the organization has a dedicated business line for water and wastewater treatment solutions. The organization offers innovative solutions to help its clients reduce their water footprint and improve their water management practices.

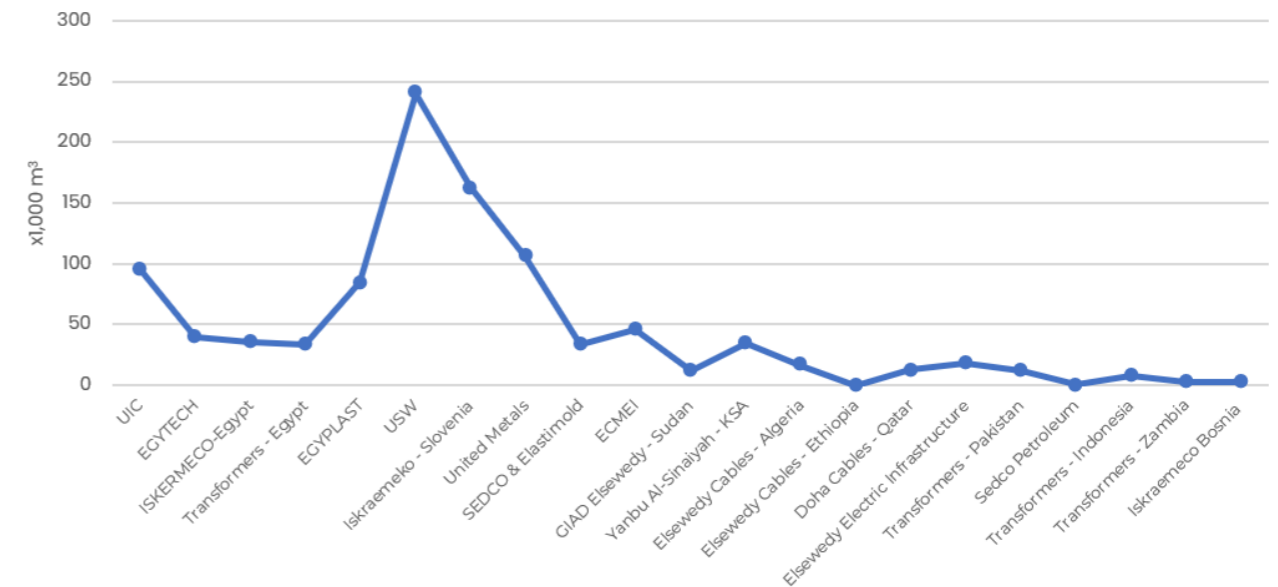
For further information, please refer to Elsewedy Electric [CDP 2022 Water Security Response](#).

**994.72** ▶ TOTAL WATER WITHDRAWALS IN 2022 ACROSS THE 22 FACTORIES  
MEGALITERS

## OVERVIEW

In the year 2022, the Elsewedy Electric Group reported a total water withdrawal of 994.72 megaliters across 22 facilities. This figure shows an increase in water consumption compared to the previous year, 2021, however, it's important to note that this increase is due to the inclusion of additional facilities in the reporting for 2022.

2022 Water Withdrawals per Facility (x1,000 m<sup>3</sup>)



## WATER FOOTPRINT YEARLY EVOLUTION

For a direct comparison, we examined the consumption of water in the same 18 factories as in 2021. The volume of water recorded in 2022 for these factories amounted to 971.34 megaliters. This represents a relative increase of approximately 10% from the 881.76 megaliters recorded in 2021. The 18 factories included in this year-over-year comparison span several countries and are as follows: Yanbu Al-Sinayiah (KSA), Doha Cables (Qatar), Elsewedy Special Cables (UIC), Egytech, Iskraemeco (Egypt), Transformers (Egypt), Egyplast, USW, United Metals, SEDCO & Elastimold, ECMEI, Giad Elsewedy (Sudan), Elsewedy Cables (Algeria), Elsewedy Electric Infrastructure, Iskraemeco (Slovenia), Elsewedy Cables (Ethiopia), and Iskraemeco (Bosnia).

The increase in water consumption is attributed to the increase in production capacity across the wires and cables sector by 60% from 2021 to 2022. It's important to note that these Wires and Cables facilities constitute 9 out of our 18 reported production facilities, thereby having a substantial impact on our overall water consumption.

2021 (18 Facilities)	2022 (18 facilities)	%Change
881.76 megaliters	971.34 megaliters	+10%

<sup>9</sup> At the time of publishing this report, only CDP's 2022 responses were publicly available. Elsewedy Electric has already responded to the 2023 Water Security questionnaire and disclosed its 2022 performance. However, the disclosure for the 2023 cycle will only be made public by the end of 2023.

## FUTURE GOALS

Looking forward, the Elsewedy Electric Group has set ambitious environmental targets. By 2030, the organization aims to reduce water consumption by 40% from the 2021 base year figure across all office buildings and factories. This equates to a target water consumption figure of 529.06 megaliters.

## CURRENT INITIATIVES

The Elsewedy Electric Group is currently enhancing their ESG data management system to encompass 100% of the Group's organizational boundaries. In the next couple of years, they anticipate being able to disclose the percentage of their target achieved, incorporating all these boundaries.

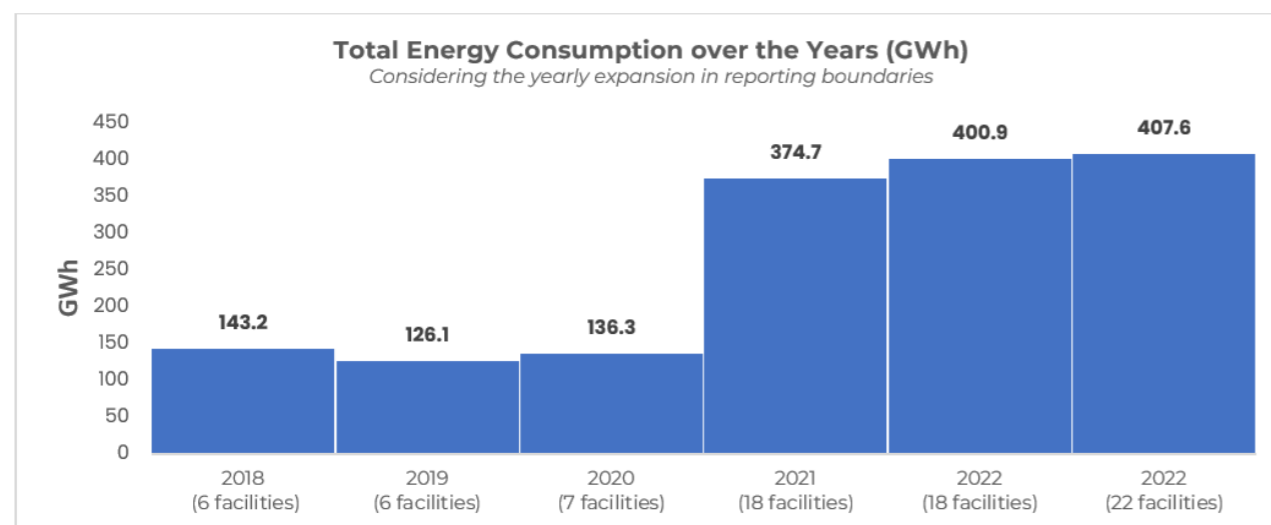
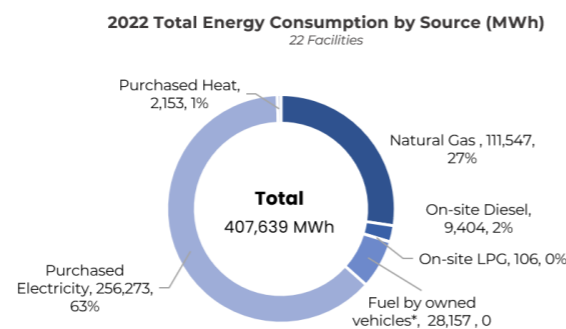
## ENERGY MANAGEMENT

At Elsewedy Electric, our dedication lies in diminishing energy consumption and reducing our dependency on fossil fuels across all our production facilities and offices. Our efforts to accomplish this objective involve embracing and executing the specifications outlined in ISO 50001 energy management systems for all our facilities, with a particular emphasis on our factories. Additionally, we are enhancing our energy monitoring and data collection systems to pinpoint areas with the highest energy usage, enabling us to create comprehensive action plans encompassing administrative policies, procedures, and responsibilities.

The total energy consumption across the years 2018 - 2022 is represented in the chart below, considering the yearly expansion in reporting boundaries. Six factories were covered in 2018 and 2019, 7 in 2020, 18 in 2021, and a total of 22 factories in 2022 (4 additional factories were accounted for).

The total energy consumption includes diesel, natural gas, LPG, purchased electricity and purchased heat, and the fuel used by the company's owned vehicles (petrol and diesel). Electricity

consumption is the largest contributor to the energy consumption with a percentage of 63%, followed by natural gas burning with a percentage of 27%, then diesel with 4%. For the same reporting boundaries (18 facilities), energy consumption has increased by 7% from 2021 to 2022, and this is attributed mainly to the 60% increase in the production capacity across the wires and cables sector from 2021 to 2022.



## CLIMATE ACTION

### ELSEWEDY ELECTRIC JOINS THE ALLIANCE FOR INDUSTRY DECARBONIZATION

The primary goal of the Alliance for Industry Decarbonization is to drive the decarbonization of industrial value chains and expedite the achievement of net-zero targets as outlined in the Paris Agreement. By fostering industry-level discussions and promoting collaboration, the Alliance aims to support companies in formulating robust decarbonization strategies and implementation plans that align with their respective countries' net-zero and decarbonization commitments. As a global platform, the Alliance facilitates the exchange of insights, experiences, and best practices, thereby enhancing dialogue among its members.

### 2022 GHG ASSESSMENT RESULTS

Elsewedy Electric has been reporting and monitoring its organizational GHG emissions since 2017 where it published its first carbon footprint report. We continue to disclose and report on our GHG emissions on a yearly basis and are committed to enhancing the quality and reliability of the activity data by actively working on developing an integrated ESG data collection system.

The greenhouse gas (GHG) emissions presented in the following data reflect the primary activities of our organization.

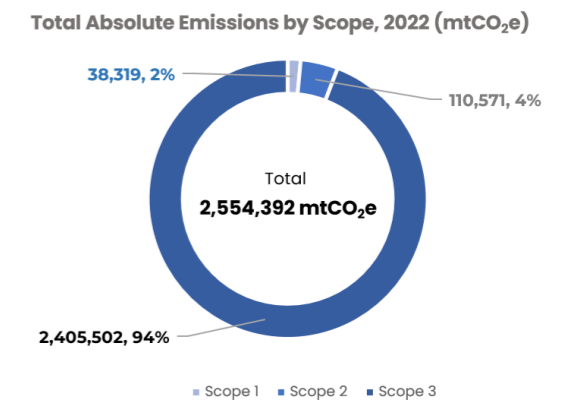
This includes emissions from equipment and assets that we control directly (scope 1), emissions resulting from purchased electricity and heat (scope 2), and certain indirect emissions from our operations.

The GHG emissions data pertains to a total of 22 production facilities that are owned and operated by Elsewedy Electric within the reporting period of January 1st to December 31st, 2022.

The GHG emissions assessment has been conducted in accordance with the Greenhouse Gas Protocol, the Intergovernmental Panel on Climate Change (IPCC) Guidelines for Greenhouse Gas Inventories, and the ISO 14064-1:2018 standards.

boundaries by including 4 additional facilities (total 22 facilities from 18 in 2021) and accounted for the emissions associated with the purchasing of raw materials under category 1: purchased goods and services (which contributes with the highest share in scope 3 emissions this year). The data required to compute the emissions from this category was not complete in 2021 and hence was not accounted for.

The results of 2022 carbon footprint assessment is presented in the below table, with 94% of total emissions coming from scope 3 activities.



Compared to the previous year (2021), in 2022 we have expanded our organizational and operational

2022 Emissions Per Activity (mtCO <sub>2</sub> e)			
<b>Scope 1 (Direct Emissions)</b>	38,319	<b>Scope 3 (Other Indirect Emissions)</b>	2,405,502
<b>Fuel Burning- Owned Vehicles</b>	7,524	<b>Purchased Goods and Services <sup>10</sup></b>	2,238,707
<b>Fuel Burning- Diesel</b>	2,529	<b>Fuel and Energy-Related Activities</b>	7,058
<b>Fuel Burning- Natural Gas</b>	21,777	<b>Waste Generated in Operations <sup>11</sup></b>	2,898
<b>Fuel Burning - LPG</b>	23	<b>Business Travel</b>	1,375
<b>Refrigerant Leakage</b>	6,466	<b>Employee Commuting</b>	58,798
<b>Scope 2 (Indirect Emissions)</b>	110,571	<b>Downstream Transportation and Distribution</b>	46,001
<b>Purchased Electricity</b>	109,957	<b>Upstream Transportation and Distribution</b>	50,66451
<b>Purchased Heat</b>	614		

<sup>10</sup> This category includes emissions associated consumables, including paper, ink, water use, packaging and raw materials used in manufacturing Elsewedy Electric's products. The majority of the emissions are attributed to purchase of raw materials (2,325,287 mtCO<sub>2</sub>e) which was not reported in previous years due to data and emission factors unavailability.

<sup>11</sup> In previous years, water use was added under fuel and energy related activities but starting 2022 it has been added under purchased goods, while wastewater treatment emissions are categorized "waste generated in operations."



It is important to note that reported values of direct and indirect carbon emissions do not necessarily indicate an organization's efficiency in resource consumption. Metrics based on carbon intensity provide insights into an organization's resource utilization efficiency by assessing whether the emissions per unit of output have decreased or remained the same compared to previous years. In 2022, Elsewedy Electric had an emissions intensity for scope 1 and 2 of 0.0023 mtCO<sub>2</sub>e/thousand EGP revenue, while in 2021 the intensity was 0.0034. This represents 32% reduction in emissions intensity in 2022 compared to 2021.

	2021	2022
<b>Scope 1 and 2 emissions (mtCO<sub>2</sub>e)</b>	133,968	148,890
<b>Revenue (thousand EGP)</b>	39,800,432	65,545,303
<b>Intensity (mtCO<sub>2</sub>e/thousand EGP)</b>	0.0034	0.0023

### OUR PROGRESS TOWARDS THE GHG REDUCTION TARGETS

In 2022, we expanded the reporting boundaries to include 4 additional factories compared to 2021, bringing the total to 22 factories. This expansion contributed to the increase in our overall reported absolute emissions compared to previously reported years (2017-2022). Thus, to allow for a like-for-like comparison across the years 2017 to 2022, we took into account scopes 1 and 2 only for the same operational and organizational boundaries across the reported years. Elsewedy Electric has implemented two reduction targets to mitigate its environmental impact.

The first target focuses specifically on six of its factories and adopts 2017 as the base year for comparison. By setting this goal, Elsewedy Electric aims to reduce its emissions and resource consumption within these specific facilities. The second target takes a more comprehensive approach, encompassing a total of 18 factories across its operations. This broader target considers 2021 as the base year, indicating the company's commitment to further improve its sustainability performance on a larger scale.

#### Absolute Emissions Target #1 (covering 6 facilities)– 33.6% reduction in scope 1 and 2 emissions by 2025 compared to 2017 base year.

Scope	Base Year (2017)	Reporting Year (2022)*	Target Year (2025)	% Change
<b>Scope 1 (mtCO<sub>2</sub>e)</b>	4,818	5,565	33.6%	<b>+ 15.5%</b>
<b>Scope 2 (mtCO<sub>2</sub>e)</b>	55,966	50,803	33.6%	<b>- 9.2%</b>
<b>Scope 1+2 (mtCO<sub>2</sub>e)</b>	60,784	56,368	33.6%	<b>- 7.3%</b>

\*Additional scope 1 and 2 activities, that were accounted for in 2022 but not in 2017, including the emissions resulting from the 16 facilities that were not reported on in 2017, were removed from the total 2022 emissions to allow for a like-for-like comparison.

Elsewedy Electric has reduced its total absolute scope 1 & 2 emissions by 7.3% in 2022 compared to the base year (2017) for the same 6 facilities.

#### Absolute Emissions Target #2 (covering 18 facilities) – 33.6% reduction in scope 1 and 2 emissions by 2028 compared to 2021 base year.

Scope	Base Year (2021)	Reporting Year (2022) *	Target Year (2028)	% Change
<b>Scope 1 (mtCO<sub>2</sub>e)</b>	31,219	31,360	33.6%	<b>+ 0.45%</b>
<b>Scope 2 (mtCO<sub>2</sub>e)</b>	102,750	107,521	33.6%	<b>+ 4.6%</b>
<b>Scope 1+2 (mtCO<sub>2</sub>e)</b>	133,968	138,881	33.6%	<b>+ 3.7%</b>

\*Additional scope 1 and 2 activities, that were accounted for in 2022 but not in 2021, including the emissions resulting from the 4 facilities that were not reported on in 2021, were removed from the total 2022 emissions to allow for a like-for-like comparison.

Elsewedy is committed to reducing our environmental footprint and has set a rigorous target to reduce our Scope 1 and 2 greenhouse gas emissions by 33.6%. Despite the challenges posed by increased production, we are dedicated to making significant strides in achieving this objective.

In 2022, our Scope 1+2 emissions experienced an increase of 3.7% compared to 2021 as the base year with the boundaries of 18 factories. This was primarily due to an increase in our production activities, which naturally led to higher energy consumption. Specifically, our Wires and Cables production capacity saw a significant increase of 60% from 2021 to 2022. This escalation in production capacity is a key driver behind the increase in our electricity consumption and consequent rise in Scope 2 emissions.

However, we remain steadfast in our commitment to emissions reduction and decarbonization. In 2022, furthering our dedication to a sustainable future, we became a member of the Alliance for Industry Decarbonization. This international organization offers a crucial platform for us to gain insights and learn effective strategies to decarbonize our industry.

To achieve our emissions reduction target, we have devised a comprehensive plan that includes a variety of measures. Key among these are initiatives to increase energy efficiency and implement renewable energy projects.

By enhancing energy efficiency, we aim to lower the energy consumption per unit of output, thereby reducing overall emissions. Our renewable energy projects are designed to decrease our dependence on fossil fuels, directly contributing to a reduction in our Scope 2 emissions.

In addition to these measures, we are exploring a range of potential initiatives to further our emissions reduction goals. These initiatives are being evaluated for their potential impact and feasibility and will be implemented as part of our ongoing commitment to sustainability.

In conclusion, while we acknowledge the short-term increase in emissions due to the surge in production, our unwavering commitment to the long-term goal of reducing Scope 1+2 emissions remains. We are confident that, through our strategic approach and commitment to industry collaboration, we will successfully achieve our emissions reduction target and contribute substantially to global decarbonization efforts.

Further details on our 2022 GHG assessment and targets can be found in our standalone [2022 Carbon Footprint Report](#).

### PROJECTS FOR ACTION

Elsewedy Electric continuously works towards optimizing resource utilization and promoting sustainable practices to enhance resource efficiency. Through a range of initiatives and projects, the organization strives to maximize the benefits derived from available resources while minimizing waste and environmental impact. These efforts include the implementation of off-grid solar-powered hubs, the construction of photovoltaic solar plants, the adoption of

innovative wastewater treatment systems, and the upgrading of power plants to deliver high reliability and efficiency. Elsewedy Electric's commitment to resource efficiency reflects its proactive approach to sustainable development and its contribution to a greener and more sustainable future, as could be seen through the following various projects that constitute a fair share of our portfolio.



#### Impact through Sunlight SOLERA SUN SQUARE:

As part of our commitment to rural electrification and development, we have implemented the Sunlight SOLERA SUN SQUARE, an off-grid solar-powered hub in Zambia. This initiative has brought essential services to last-mile communities, benefiting over 30,000 rural Zambians across 10 communities. Through the electrification of 208 small and medium rural businesses, the project has

created more than 250 jobs, facilitated connectivity through partnerships with MTN, and provided prenatal care to 40 women per month through rural medical care clinics.

**Agreement for Angola Solar Plant:**

Elsewedy Electric, in collaboration with PRODEL, has signed an agreement for the construction of a 90 MW PV solar plant and 25 MW of batteries in Angola. This project, based on an EPC + Finance model, aims to enhance renewable energy generation in the region. The agreement was attended by high-level officials, including Chief Executive Officer Eng. Jouaquim Ventura, Board Member Mr. Euclides de Brito, and Eng. Ahmed Amin, Regional Director for the SADC Region.

**Industrial Wastewater Treatment and Reuse:**

Elsewedy Electric Infrastructure, a subsidiary of Elsewedy Electric, has sponsored the "International Water Consultants Congress" and presented a case study on industrial wastewater treatment and reuse through a near-zero liquid discharge system. This innovative system has been successfully implemented in one of the organization's 2022 projects at the New Capital Power Plant 4800MW.

The congress was attended by esteemed individuals, including Dr. Saied Ismail, Deputy Minister of Housing, Utilities and Urban Communities for Infrastructure, and General Ihab Khedr, Chairman of the National Organization for Potable Water and Sanitary Drainage (NOPWASD), among others from the wastewater field.

**Supporting SEWA in Power Plant Upgrade:**

Elsewedy Electric has supported the Sharjah Electricity and Water Authority (SEWA) in delivering high reliability and efficiency in power supply through the largest brown-field upgrade for a power plant in the UAE. Our subsidiary, Elsewedy Electric PSP, has undertaken the Al Layyah project, a 1,026-megawatt Combined Cycle Power Plant valued at approximately 550 million USD.

The scope of work includes engineering, procurement, construction, testing, commissioning, start-up, and civil works for the 1,026 MW power block.



**Benban Solar Park development:**

Benban Solar Park, located in Aswan, is considered one of the largest solar parks in the world. The project was developed in partnership with EDF Renewables and funded by the European Bank for Reconstruction and Development (EBRD) and Proparco.

We are proud of our contribution in this project. Our solar energy portfolio currently owns 2\*65 MWp, the annual electricity generated is 297 GWh, powering over 140,000 households and saving up to 120,000 tons of CO2 a year.

The project is also a part of Egypt's Feed-in Tariff (FiT) program, which is in line with the Egyptian government's Sustainable Energy Strategy 2035.



**297 GWh** ▶ ANNUAL ELECTRICITY GENERATION

**120k Tons of CO<sub>2</sub>e** ▶ SAVED CARBON EMISSIONS PER YEAR

**ISKRAEMECO**

Iskraemeco stands as a leading provider of research-driven smart solutions with a strong commitment to sustainability.

Their comprehensive smart city solutions form an intricate ecosystem that connects diverse stakeholders, including residents, societies, local utilities, municipalities, and businesses.

Iskraemeco's smart city projects introduce innovative solutions that set the benchmark for smart city initiatives, showcasing how effective

collaboration between local businesses and public administration can benefit both municipalities and citizens alike.

By adopting Iskraemeco's smart solutions, cities can align with the EU Commission's goals, paving the way towards carbon neutrality and establishing a sustainable future for generations to come.

**Case Study: El-Dabaa Water Transmission**

We are proud to announce the successful completion of water transmission line tests conducted by Elsewedy Electric Infrastructure. These tests were carried out on 10 pipelines that have been installed to facilitate the transmission of irrigation water for the reclamation of new lands in the southern region of El-Dabaa Axis, located in northwestern Egypt. El-Dabaa Axis is a crucial component of the "Egypt's Future" project, dedicated to agricultural reclamation.

**Project Details**

Elsewedy Electric Infrastructure installed and tested 10 pipelines designed for the transmission of irrigation water. These pipelines, measuring 2200 mm in diameter and 2000 m in length, were strategically positioned at Sector 12 of the project site. The testing phase involved the pumping of 8,000 m<sup>3</sup> of water, ensuring the pipelines' efficiency and integrity in delivering the necessary water resources for the reclamation of new lands.

**"Egypt's Future" Project**

The "Egypt's Future" project forms a significant part of the larger New Delta mega-project, which encompasses a total of 2.2 million acres of reclaimed lands. Focused on the Dabaa Axis, this agricultural reclamation endeavor covers an expansive area of 500,000 acres. The project aims to leverage underground water reservoirs and implement an integrated system of administration, irrigation, and agricultural mechanisms to support sustainable farming practices.

**Key Features**

To facilitate efficient irrigation, "Egypt's Future" project incorporates thousands of center-pivot irrigation devices, enabling precise water distribution across the reclamation area. Additionally, the project boasts two power stations with a combined capacity of 250 megawatts, ensuring a reliable energy supply for agricultural operations. Moreover, the project encompasses an extensive internal electricity network spanning 200 km, further enhancing the overall infrastructure. Elsewedy Electric Infrastructure's successful testing of the water transmission lines in the "Egypt's Future" project represents a crucial milestone in the pursuit of sustainable agricultural reclamation. By ensuring the effective transportation of irrigation water, Elsewedy Electric Infrastructure contributes to the overall success and productivity of the project.

**2.2 Mn Acres** ▶ RECLAIMED LANDS



### Case Study: Elsewedy Cables Expands into Spain’s Renewable Energy Sector

Elsewedy Cables, a trusted global brand under Elsewedy Electric, has made its entry into the Spanish market by signing two turn-key contracts valued at USD 1.76 million. The contracts, signed with Solaria Ingenieria y Construccion Fotovoltaica, involve the supply and installation of high voltage cables and accessories for two photovoltaic solar plants in Palencia, Spain. This move strengthens Elsewedy Electric’s position in Europe and supports Spain’s renewable energy ambitions.

**USD 1.76Mn** ▶ **TOTAL CONTRACTS VALUE**

#### Contract Details:

Under the first contract, Elsewedy Cables will design, supply, deliver, install, and supervise the connection process for 66kv cables and accessories for the Armus photovoltaic solar plant in Palencia. Additionally, through the second contract they will provide 220 kV cables and accessories for the connection of the 190 MW Anisal PV solar plant in the same city.

#### Collaboration and Recognition:

The execution of these contracts involves collaboration with partners such as Brugg, Emelec, and Pfisterer, who will supply necessary accessories and link boxes. The cables themselves will be manufactured in Egypt, showcasing Elsewedy Electric’s global capabilities.

#### Impact and Significance:

Elsewedy Cables’ entry into the Spanish market contributes to Spain’s efforts in harnessing renewable energy sources. By supplying and installing high power cables for these photovoltaic solar plants, Elsewedy Cables supports Spain’s sustainable development goals and helps combat climate change.

With its expansion into Spain, Elsewedy Cables demonstrates its commitment to being a key player in the renewable energy sector. These contracts highlight the organization’s expertise in providing reliable and efficient solutions for high voltage connections. Elsewedy Cables, along with its partners, is poised to make a significant impact in Spain’s renewable energy landscape, paving the way for a greener and more sustainable future.

### FUTURE PROSPECTS

Elsewedy is fully committed to taking proactive measures in the areas of climate and water action. Our first objective is to derive 20% of our energy consumption from self-supply renewable energy systems by 2030. Elsewedy has recently completed feasibility studies for installing rooftop solar plants in our manufacturing facilities, a significant step towards reducing our reliance on conventional power grids. This initiative brings us closer to achieving our goal of sustainable energy sourcing.

Another critical focus area is the reduction of energy consumption by 20% across all our office buildings and factories by 2030. While we acknowledge the challenges ahead, Elsewedy recognizes the concerning increase in energy consumption. We have observed a 7% rise in energy consumption in 2022 compared to the previous year. To counter this trend, we are implementing comprehensive measures to improve energy efficiency and minimize our environmental impact.

Water conservation is a vital aspect of our sustainability efforts. Our target is to reduce water consumption by 40% across all office buildings and factories by 2030.

Elsewedy has already made significant progress, with a 22% reduction achieved compared to 2020, specifically in seven of our factories. This accomplishment demonstrates our commitment to responsible water management, and we will continue exploring innovative approaches to achieve our ambitious water conservation goal. Elsewedy also aims to double the investments in renewable energy, climate, and water projects by 2025. By allocating additional resources to these areas, we aim to support the development of cleaner and more sustainable solutions. Through these investments, Elsewedy seeks to drive positive change, foster innovation, and contribute to a greener future.

### Protecting Ecosystems and Biodiversity

At the Group level we recognize that sustainability spans far beyond our business and our direct impacts. We operate in a world of rapidly degrading ecosystems and biodiversity extinction. While preventative measures remain as relevant as ever, we also need to proactively replenish nature and tackle the biodiversity crisis. We support the Convention for Biological Diversity, the Nature Needs Half concept and forward-looking work by the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services, as well as other international and local initiatives working for the benefit of the Planet.



**We commit to protecting and restoring nature’s diversity and beauty by preventing negative impacts on the environment and extending our contribution to restoring and rewilding global ecosystems.**

#### Areas of Action

- **Adopting ecosystem-based management and nature-based solutions within applicable facilities, developments, and sites.**
- **Assessing impacts on ecosystems and biodiversity.**
- **Implementing projects that promote biodiversity protection and ecosystem restoration.**

Key Targets 2020-2030	Status	2022 Performance
Develop a formalized process for identification, assessment and management of risks and impacts on biodiversity and ecosystem services by 2023.	✓	Published a group-wide <a href="#">Biodiversity Policy</a> . A formalized procedure has been developed in Q4 2022 for all worksites/ projects.
1% for the Planet starting from 2023.	✓	Elsewedy Electric joined the 1% for the Planet global network.
Net Zero Biodiversity Loss by 2030.	✓	A <a href="#">Biodiversity Policy</a> and procedures including a land acquisition procedure have been developed and will be applied to all new projects.

✓ Achieved
🟡 In Progress
⊖ Not Started

### Acquiring Land Responsibly: Our Commitment to Biodiversity Policy and Sustainable Practices

Elsewedy Electric remains dedicated to safeguarding ecosystems and preserving biodiversity. Recognizing the vital role that ecosystems play in mitigating climate change and supporting sustainable development, we have implemented proactive measures to protect and restore natural habitats, promote biodiversity conservation, and ensure the resilience of our planet’s delicate ecosystems.

At the Group level we recognize that sustainability spans far beyond our business and our direct impacts. We operate in a world of rapidly degrading ecosystems and biodiversity extinction. While preventative measures remain as relevant as ever, we also need to proactively replenish nature and tackle the biodiversity crisis. We support the Convention for Biological Diversity, the Nature Needs Half concept and forward-looking work by the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services, as well as other international and local initiatives working for the benefit of the Planet.

In this regard, Elsewedy Electric has published a group-wide [Biodiversity Policy](#) and has established land acquisition procedures that are now applied across all projects as part of the corporate-wide ESMS.

## CASE STUDY: JULIUS NYERERE HYDROPOWER PLANT AND DAM (JNHPP)

### Project Location and Description

Julius Nyerere Hydropower Plant and Dam (JNHPP) also Known as Rufiji Dam is located on Rufiji River in Stiegler's Gorge, in eastern Tanzania.

Julius Nyerere Hydropower Plant and Dam is a huge project of net worth **US\$ 2.9Bn.**

The power station is expected to have an installed capacity of 2,115 MW and to produce **6,307 GWh** of power annually serving approximately 60 million Tanzanians. The project will also have an impact on social projects worth over US \$116million.

### Positive Contributions

Tanzania, the sixth most populous country in sub-Saharan Africa, has been facing a chronic electricity shortage and 60% of the population had no access to electricity, meaning that only 40% of the country's 59 million population has access to electricity. Elsewedy Electric claimed this as an opportunity of giving hope to millions of Tanzanians by bringing world-class expertise as an integrated energy solution provider to the Nyerere Hydropower project.

Not only that JNHPP project will secure clean power supply to meet the national energy requirements of 60 million Tanzanians when fully operational, it will also contribute through other means including:

- **Acting as a control mechanism against severe floods that may result in loss of life and property and have a significant impact on the national economy.**
- **Saving up to 400 hectares of trees annually.**
- **Controlling Fishing via the reservoir and the introduction of marine habitants such as hippos and crocodiles.**
- **Allowing the introduction of exciting touristic attractions in water sports, fishing, and sailing.**
- **Predicting water supply which in turn will enable the introduction of efficient commercial agricultural schemes and all year-round irrigation.**
- **Constructing this dam will provide employment to a total manpower of 5,638 workers of which 89% are local.**

Elsewedy Technology; a subsidiary of Elsewedy Electric; has been awarded a three-year contract to supply technological infrastructure solutions to the Julius Nyerere hydropower project. The state-owned Tanzania Electric Supply Organization Limited (TANESCO) has selected Elsewedy Electric to install the electro-mechanical equipment at the dam's hydroelectric power plant.

The project meets most of UN 17 Sustainable Development Goals (SDGs) as it manages wisely precious resources, creates thousands of jobs, bridges the energy gap, stimulates the economy, and opens wide gates for investors to penetrate Tanzania.



**US\$ 2.9 Bn** ▶ NET WORTH

**2,115 MW** ▶ CAPACITY

**6,307 GWh** ▶ ANNUAL RENEWABLE ENERGY PRODUCTION

**16 Million households** ▶ ENOUGH POWER SUPPLY

The selection of the Rufiji dam site was influenced by various factors, including an excellent topographical location along the river, the presence of a strong geological structure capable of supporting the dam's weight, stable rock formation to prevent water seepage, adequate available water for filling the dam, and minimal adverse environmental impact risks to local communities.

Significant achievements have been made at the Rufiji site, including completing topographic surveys and geophysical studies, initiating site preparation and mobilization, constructing new roads and workers' camps, and preparing designs for the construction phase, which started in June 2019.

### Unaccounted Risks and Elsewedy Electric's Accountability

Despite all the positive outcomes of JNHPP, During the construction phase, the environmental impact assessment (EIA) for the Rufiji Dam project alongside the UNESCO organization addressed concerns regarding potential negative impacts on water availability, wilderness, and ecosystems, particularly in the Selous Game Reserve, a UNESCO World Heritage Site.

As a response Elsewedy Electric developed a group-wide [Biodiversity Policy](#), in addition to meticulous plans and procedures related to land acquisition and construction works, in line with its established corporate-wide ESMS to proactively mitigate these impacts, including monitoring the project's effect on social and biodiversity aspects and implementing

an emergency response system. Elsewedy's efforts extended widely, with an established Environmental and Social Management Plan (ESMP) of which the Employer and the Contractor are adhering to, the project's execution is ensured to mitigate the risks identified by the WHC and the NGO International Union for Conservation of Nature, and prevent any negative impact on the neighboring Selous Game Reserve World Heritage Site For when the Dam becomes operational.

The ESMP consists of two types of actions, **Permanent, one-time-off actions(PA), and ongoing dynamic actions(ODA).** Those actions tackle 43 major items and 137 subsidiary items that affect different phases and outcomes of the project.

Impact	Control Measure	Type of action
Riverbed/bank Degradation of the Lower Rufiji	Shotcrete and gabions have been installed at most of the prone areas is of the riverbanks.	PA
	Restore the degraded sites during mobilization and construction.	PA
Liquid waste management	Wastewater treatment facilities are in place.	PA
	Regular sampling and analysis for the influent discharge water to assure the compliance with applicable laws parameters.	ODA
Deforestation	Vegetation clearance is confined to the absolute minimum in accordance with the biodiversity management plan.	ODA
	Rare and endangered species are determined and maintained during vegetation clearance.	
Impact on the Oxbow Lakes.	Optimum reservoir operation policy has been incorporated in the final design and is being implemented in accordance with the reservoir management plan.	PA for the final design and ODA for the rest of the actions.
Possible change in salinity regime in the Rufiji delta.	River hydrological monitoring is conducted through stations already installed and is synchronized with the required water discharge through the Reservoir Management plan. More stations will be installed to be used during operation phase.	ODA

The ESMP is an extensive, elaborate, complicated and sophisticated plan that involves multiple stakeholders and requires rigorous supervision during the construction and operation phases, and once the Project becomes operational, the accountability of upholding the plan will be among the Employer's and the Government of Tanzania's responsibility.

## Future Prospects

Elsewedy is dedicated to protecting ecosystems and biodiversity through proactive measures and strategic planning. One of our key objectives is to fully implement a formalized process for the identification, assessment, and management of risks and impacts on biodiversity and ecosystem services across all our projects by 2023.

Elsewedy also recognizes the importance of collective action in addressing environmental challenges. As part of our commitment, we are planning to join the "1% for the Planet" which is a program encourages businesses to contribute 1% of their annual revenue towards environmental causes. Currently, we are in progress towards fulfilling this commitment, and we anticipate completing our contribution in Q3 of 2023.

By adhering to the [Biodiversity Policy](#) and procedures, Elsewedy Electric ensures that all its operations align with best practices for biodiversity conservation and protection. We are fully committed to upholding these standards and minimizing our impact on biodiversity throughout the entire project lifecycle.

## Safe Materials and Chemicals

The materials and chemicals we use have a legacy: from extraction and processing to transportation, use and end-of-life, they can keep impacting human health and ecosystems for decades and centuries ahead.

**We commit to eliminating hazardous and harmful materials and chemicals from our value chain and using safe alternatives in whatever we do.**

### Areas of Action

- Supply chain transparency and traceability.
- Creating Inventory, categorizing and rating materials and chemicals used.
- Identifying, assessing, and managing our impact on human health and biodiversity.
- Developing a comprehensive framework and internal standards for suppliers with a list of restricted hazardous and potentially harmful materials and chemicals in manufacturing and final products exceeding industry standards and regulatory requirements.
- Identifying, assess, developing and implementing alternatives to hazardous and potentially harmful materials and chemicals suited to specific applications and contexts.



Key Targets 2020-2030	Status	2022 Performance
100% supplier compliance to internal standards for chemical and material safety by 2030.	<span style="color: yellow;">●</span>	Policies, warehouses, and logistics efforts in 2022

✔ Achieved   
 ● In Progress   
 ○ Not Started

## Pollution Prevention & control

Our commitment lies in prioritizing the use of safe, sustainable, recycled, and renewable materials and chemicals. We diligently source, produce, and process these materials with the utmost consideration for minimizing their environmental impact. Through the implementation of stringent procedures, we have taken significant strides towards eliminating hazardous and harmful materials and chemicals from our operations. This proactive approach reflects our dedication to promoting a healthier and more sustainable future. We believe that protecting the health and well-being of our employees, customers, and the environment is of utmost importance. We understand that utilizing hazardous substances can pose risks, and we're proactively working on their elimination.

## Air Quality Standards

At Elsewedy Electric, we prioritize maintaining high air quality standards in line with Egyptian Environmental Laws and good international industry practices (GIIP). To ensure compliance and a healthy working environment, we conduct regular environmental measurements, including monitoring dust emissions, carbon monoxide, nitrogen oxides, and sulfur oxides. Our commitment to enhancing air quality extends beyond our premises as we strive to contribute to the overall improvement of the surrounding area's air quality.

## Future Prospects

Looking ahead, our goal is to ensure that all suppliers meet our internal standards for chemical and material safety by 2030. This ambitious objective reflects our determination to collaborate with suppliers who share our commitment to safe practices and uphold the highest standards of quality and responsibility. By working closely with our suppliers, we can establish a robust system that safeguards against the use of harmful substances and promotes the adoption of safer alternatives.

## Circular Economy

We live in a world that is 8.6% circular, which leads to a significant number of resources being wasted or landfilled, while feasible, practical and sustainable alternatives are abundant. Elsewedy Electric is committed to maximizing efficiency and ensuring sustainable use of the Earth's limited resources. Our approach focuses on optimizing productivity and value while minimizing input. We aim to improve the environmental and energy performance of all our existing office buildings and adopt green design criteria for the new ones. Between 2020 and 2023, we will assess all our facilities and resources to produce a baseline report and action plan to promote sustainable refurbishment, operational and maintenance measures. Further, going full circle is more than doing less harm, but about proactively helping nature to recover, replenish and thrive. We envision a circular future, where everything has value, and nothing goes to waste.

**We commit to becoming a circular business, ensuring efficient and sustainable use of resources.**

### Areas of Action

- Energy, water and resource use management and monitoring.
- Managing the life cycle of products, equipment, facilities, and infrastructure.
- Improving efficiency across the value chain.
- Reducing product energy, water and material footprint.
- Protecting and restoring ecosystems.
- Creating fully circular and sustainable products.
- Attaining circular and sustainable certifications and labels.



Key Targets 2020-2030	Status	2022 Performance
100% of packaging free from single-use plastics by 2030.		Need to monitor and disclose materials usage and packaging quantities per type and identify alternatives to plastics as applicable. Currently removed plastic by replacing by recycled plastic (poly).
90% of sourced materials by volume are renewable, recycled or recyclable by 2030.	60%	Currently almost 60% of all sourced materials by volume are recyclable.
100% green office buildings by 2030.	40%	All Elsewedy Electric's new office buildings are designed to meet green building criteria.
Zero Waste to Landfill by 2030.	60%	A zero-waste-to-landfill management system has been implemented in several factories and shall be expanded across all factories in 2023.

Achieved   
 In Progress   
 Not Started

## Waste Management

All Elsewedy Electric's production facilities are compliant with the ISO 14001:2015 Standard for Environmental Management practices. This certification demonstrates our commitment to upholding high environmental standards throughout our operations.

Driven by our vision of a circular economy, we actively pursue the implementation of a circular model in all aspects of our business. Our dedication to sustainable practices compels us to prioritize effective waste management strategies across our diverse worksites. By doing so, we strive to minimize waste generation and maximize resource efficiency.

Furthermore, we firmly believe in the power of investing in waste reduction and reuse initiatives. We actively seek opportunities to optimize material usage, recycle waste materials, and explore innovative solutions that contribute to a circular economy. By embracing these practices, we aim to reduce our environmental footprint and drive positive change in the industries we operate in.

## Hazardous Waste

Elsewedy Electric prioritizes the proper treatment and recycling of used oil through accredited service providers. Hazardous waste, including both industrial and medical waste, undergoes responsible disposal in authorized landfills. As part of our commitment to environmental stewardship, we actively explore opportunities for reusing e-waste as spare parts whenever feasible. In cases where reuse is not possible, a dedicated team dismantles the e-waste and either sells it to other businesses or forwards it to authorized entities for further reuse.

To ensure effective waste management across all our workplace locations, we have established a comprehensive system for monitoring and tracking hazardous waste quantities. This system is complemented by a similar monitoring mechanism for non-hazardous waste. By implementing these monitoring systems, we can accurately track the disposal and management of both hazardous and non-hazardous waste, ensuring compliance with relevant regulations and minimizing our environmental impact.

## Waste Generation

In 2022, our commitment to environmental responsibility remains steadfast as we continue to expand our production facilities. We have further intensified the monitoring and documentation of our waste management system, exemplified by the recorded volumes in 2021. The quantities of

industrial non-hazardous waste generated by the 22 production facilities amount to 68,031 tons. Looking ahead to 2030, our goal is to eliminate landfill waste at all our job sites. In 2020, all seven reporting manufacturers successfully achieved zero non-hazardous waste disposed of in landfills.

In 2021, eight manufacturers reported zero solid waste sent to landfills. Furthermore, the waste diversion rate to recycling facilities reached 86%, showcasing our commitment to reducing waste and promoting recycling practices. As we progress towards our environmental targets, we will continue to explore innovative strategies and collaborate with stakeholders to drive

sustainable waste management practices and minimize our environmental impact.



## Building a Mindset of Change

Internally, we launched a plastic bottle recycling campaign as part of our commitment to environmental sustainability. This campaign supports our organization's green initiatives, aiming to reduce plastic usage, enhance our brand image, and align with our sustainability goals.

By promoting recycling and adopting sustainable practices, we strive to make a positive environmental impact and cultivate a culture of sustainability within our organization aiming to act as an impact accelerator and work on locking the circularity mindset for all our stakeholders and helping them implement it in their daily lives.

## Design with Circularity in Mind

We consistently strive to establish a circular model that prioritizes waste management at all our work sites. Our overarching goal is to implement the best waste reduction and reuse alternatives whenever feasible, minimizing our environmental footprint and promoting a more sustainable approach to business operations.

Elsewedy Electric demonstrate their unwavering commitment to design with circularity in mind. By adopting sustainable practices and prioritizing waste management, we contribute to a more environmentally conscious future and promote the principles of a circular economy in the industries we serve.

## Case Study: Al Hammam Pumping Station 4: Revolutionizing Agricultural Wastewater Treatment

Elsewedy Environmental Solutions has achieved a significant milestone in the construction of the Al Hammam Pumping Station 4. This pumping station is one of the components of the world's largest agricultural wastewater treatment plant, Bahr Al Baqar which is registered at the Guinness World Records as the world's largest, given its capacity, which is 6.6 million cubic meters a day.

### Project Overview

The Al Hammam Pumping Station 4, located in the Al-Hammam City within the Dabaa Corridor, is part of a grand initiative to reclaim 362,000 feddans of land south of the Dabaa Axis. The pumping station's primary objective is to serve Bahr Al Baqar's wastewater treatment plant. The part awarded to Elsewedy Environmental Solutions in 2021, involves civil works, electromechanical installation, and the supply of electromechanical equipment, excluding pumps, motors, and valves.



### Current Key Achievements & Targets:

Concrete Pouring: Elsewedy successfully completed the pouring of 580 m<sup>3</sup> of reinforced concrete for the station's slab, fortified with 104 tons of steel rebars. The meticulous pouring process lasted approximately 18 continuous hours, ensuring the structure's durability and stability.

The pumping station is scheduled for completion within nine months, which is a challenging target yet Elsewedy Electric's dedication to delivering projects efficiently will surely surpass it and we'll finalize on time.



### Impact and Significance:

The Pumping Station plays a vital role in Egypt's efforts to enhance agricultural productivity and land reclamation. By effectively managing and treating agricultural wastewater, the project promotes sustainable irrigation practices and safeguards water resources. In addition to its contribution to the country's overall economic development and agricultural self-sufficiency.

### Collaboration and Recognition:

Elsewedy Electric's partnership with the Ministry of Water Resources and Irrigation and the Egyptian Armed Forces Engineering Authority underscores the project's importance in the national agenda. The organization's expertise and commitment to quality have been acknowledged by key stakeholders, including the Ministry, which expressed high appreciation for the quality of work delivered.

The Al Hammam Pumping Station 4 is significant key project for Elsewedy Environmental Solutions, it acts

as a milestone within the roadmap of projects that the organization's portfolio encompasses. It reflects our commitment to sustainable development and environmental stewardship. With the pumping station's advanced infrastructure, capacity, and comprehensive scope of work, its poised to revolutionize agricultural wastewater treatment in Egypt. Our involvement in this groundbreaking project supports our dedication to driving positive change and expertise in delivering complex infrastructure solutions.

### Case Study: Balana Waste Water Treatment Project

This project was awarded by the Aswan Water and Wastewater Company to a consortium consisting of Alex Shipyard, Veolia Water Technologies, and El-Sewedy Environmental Solutions. With a focus on upgrading the Balana Waste Water Treatment Plant in order to contribute towards the improvement of water treatment and resource efficiency.

### Project Overview

The primary objective is to enhance the plant's capacity, enabling it to treat an additional 60,000 m<sup>3</sup> of wastewater per day. The project timeline anticipates the plant's full operational readiness by the end of 2023, preceded by a thorough three-month operation trial. This project's total value is EGP 567 million.

### Scope of Work:

El-Sewedy Environmental Solutions assumes a crucial role in the project's execution, beyond the engineering, procurement, and construction aspects. Our responsibilities extend to the supply and installation of interconnecting process piping, laboratory equipment, sludge handling systems, and lifting devices. By leveraging our expertise in these areas, we aim to ensure a seamless integration of the upgraded facilities, optimizing the plant's performance and overall efficiency.

### Synergistic Partnerships:

El-Sewedy Environmental Solutions, together with Alex Shipyard and Veolia Water Technologies, also participates in another notable endeavor, namely the 'Rehabilitation & Upgrade of Arab El-Madabegh WWT Plant.' This partnership signifies our growing influence in the water business sector in Egypt. The project involves expanding the plant's capacity from 70,000 m<sup>3</sup>/day to an impressive 105,000 m<sup>3</sup>/day. By engaging in such collaborations, El-Sewedy actively contributes to advancing water infrastructure and promoting sustainable practices in the country, our involvement in the Arab El-Madabegh WWT Plant rehabilitation project shows our growing influence in the water business sector in Egypt. Through these endeavors, El-Sewedy continues to contribute to the improvement of water treatment facilities, supporting a sustainable and resilient water future in Egypt.

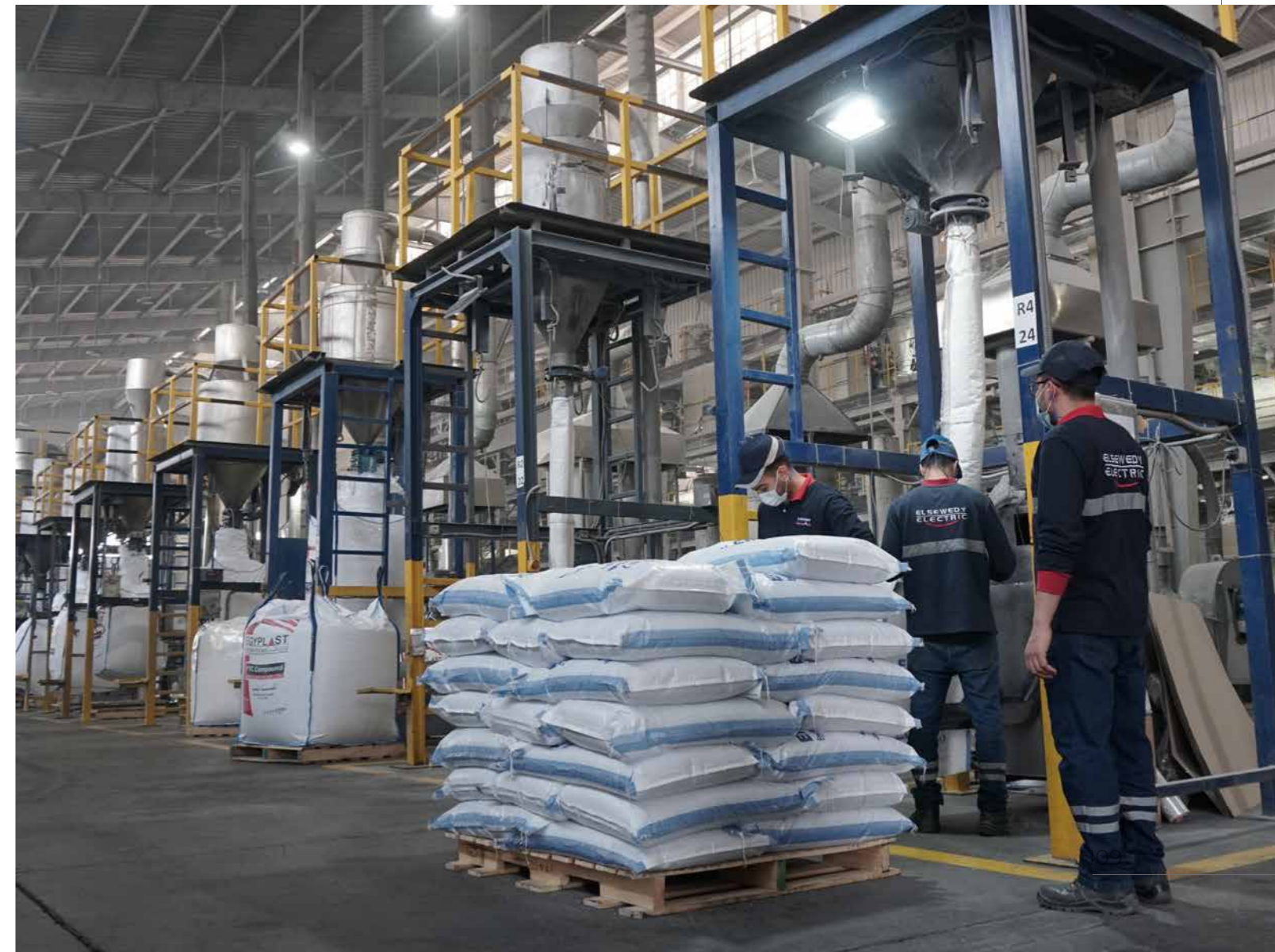
### Future Prospects

Elsewedy is committed to fostering a circular economy, where resources are utilized efficiently, waste is minimized, and materials are kept in circulation for as long as possible. One of our key objectives is to achieve 100% packaging that is free from single-use plastics by 2030. We recognize the environmental impact of plastics and the importance of transitioning to more sustainable alternatives. To accomplish this, we will closely monitor and disclose our materials usage and packaging quantities per type. This will enable us to identify opportunities to reduce plastic usage and explore suitable alternatives that align with our commitment to a circular economy.

In addition, by 2030, our aim is for 90% of the materials we source, by volume, to be renewable, recycled, or recyclable. While this target is not yet initiated, we understand the importance of responsible material sourcing and are actively exploring ways to incorporate more sustainable materials into our supply chain. This includes engaging with suppliers who share our commitment to circularity and promoting the use

of renewable and recycled materials throughout our operations. Furthermore, Elsewedy envisions achieving 100% green office buildings by 2030. Although this objective is not yet started as well, we are committed to designing and constructing office spaces that prioritize energy efficiency, sustainable materials, and environmentally friendly practices. By integrating green building principles into our infrastructure, we can reduce our carbon footprint, enhance employee well-being, and contribute to a more sustainable future.

Another crucial aspect of our circular economy ambitions is achieving zero waste to landfill by 2030. We have taken significant steps in this direction by implementing a zero-waste to landfill management system in several factories. This system ensures that waste generated during our operations is properly sorted, recycled, or repurposed, minimizing our reliance on landfill disposal. Moving forward, we are determined to expand this initiative to all our factories by 2023, thereby eliminating waste sent to landfills and maximizing resource recovery.



# 10

## PEOPLE & SOCIETY

### Empowering a Thriving Society

Building on previous achievements, we aim to continue promoting and enhancing talent within our workforce, investing in training, and addressing local causes through creating shared value and contributing to achieving the SDGs. We will keep building trust and confidence among employees, improving upon diversity, inclusivity, safety, promoting sustainable lifestyles, encouraging open communication, and supporting employee wellbeing. We will monitor the success of our actions and ensure that nobody is left behind and everyone is given equal opportunity to do their best. And those who are in a less favorable situation will be particularly encouraged to realize their potential.



### SOCIAL PROGRESSION OVER OUR 5 REPORTING YEARS

2018



- Obtained the ISO 29990, which ensures high quality standards for providers of learning services in non-formal education and training.
- Safety training target exceeded by 12.5%, offering an average of 9 hours of safety training per employee, and 89% of operations managers have received Group HSE training.
- The Learning & Development department was able to deliver 7 different programs addressing all staff levels.
- The official opening of the second branch of Elsewedy Technical Academy STA 2 at 10th of Ramadan City in September.
- Approximately 90% of unsafe reported conditions had been corrected and eliminated.

2019



- Sponsored The Entrepreneurship Convention, which offered a variety of specialized workshops, and activities that aimed to build the capacities of young Egyptian Entrepreneurs
- Provided over 100 merit-based scholarships across eight leading national educational institutions to students from public schools.
- Elsewedy has partnered with Face for Children in Need to improve living standards for orphans, homeless children, child victims of abuse or neglect, and refugee children.
- Supported Mawaheb which is an art studio for disabled youth aged 16 and above that aimed to encourage everyone, regardless of their disability, to reach their highest potential through art and aid in the development of necessary life skills.
- Gained the Highest Talent Engagement award by bayt.com in recognition of the activities undergone in responding to all applicants' requests throughout 2018 and 2019.
- Kick started "GROW", a talent management program that aims to prepare and invest in the high potential Supervisors and first-time Managers to effectively hold future managerial roles and create an internal pool of future leaders.
- Launched "SPARK", an Employee Recognition Program.

2020



- STA introduced a 3-year national diploma from PVTD (Ministry of Industry) and was accredited by the Ministry of Education and Technical Education.
- Launched "BEAM", a Graduate Development Program
- The Group supported the establishment of the first-of-a kind 3D Endoscopy Simulator Lab at Kasr Al Ainy Hospital
- Donated the newest Ultrasonic Endoscope system to Zagazig University Hospital.
- Donated more than 1.6 million masks & medical supplies to healthcare workers in Egypt to help combat the spread of the coronavirus.
- Developed a children's hospital in Sudan focusing on newborns as it seeks to combat infant mortality.
- Supported The University of Technology by the establishment of a laboratory and conference rooms within the university.
- 100% of Elsewedy Electric's Worksites got certified with ISO 45001:2018
- 27.5% LIFTR improvement relative to 2019
- Eight of Elsewedy Electric's factories reported Zero LTI.



- Internal Legal Leadership Rotational Program to empower & enable the team.
- STA launched its TFE program in collaboration with the Sawiris Foundation and the EGT Academy to train and provide job opportunities for 200 youths.
- A total of 878 students have graduated from STA since its establishment, with 269 of them graduating in 2021.
- Elsewedy Electric donates USD 500,00 worth of medical supplies to Angola's Ministry of Health considering COVID-19.
- 100% of employees are covered by human rights training on an ongoing basis.
- The Group has sustained a 96% rate of employee retention following parental leave.
- A new HSE audit protocol has been implemented at twenty of our sites. This resulted in 35% of the inspected sites receiving above a 90% outcome.



- 13 students from STA participated and won in the 2022 edition of the Beamline for Schools global competition in physics.
- 22 STA Students that ranked in the top 10 across Egypt in Industrial & Commercial Dual Education.
- STA plans to launch its 3-year secondary school program Sokhna.
- Elsewedy Electric hosts its 4th annual HR conference gathering graduates from Elsewedy Harvard Development Programs.
- Launched the 2nd round of EET&D Tamkeen Learning Program.
- 118 new talents have joined the graduates development program.
- 16.65 average training hours were per employee.



## WELLBEING, HEALTH, AND SAFETY

We see wellbeing, health, and safety as an essential foundation for human flourishing and good quality of life. Thus, we aim to create an environment that is welcoming and where people feel they are taken care of and valued. We commit to promoting physical and mental health of our employees, to stand behind our promise of being an employer of choice.



### AREAS OF ACTION

- Improving coverage of lectures on managing stress, medical care, and physical activities.
- Ensure Continuous and high-quality training, improving awareness and enhancing management procedures and monitoring.
- Identifying health hazards, assessing exposure and impact, including improved identification, assessment, and management of OHS risks and medical surveillance.
- Encourage sustainable lifestyles among employees, paying particular attention to creating a culture of sustainability leadership among Elsewedy executives.
- Provide relevant physical infrastructure, options at the workplace and incentives for sustainability leaders.

### Key Targets 2020-2030

### Status 2022 Performance

All employees assessed on a comprehensive wellbeing metric by 2023.



In 2023, Elsewedy Electric is actively identifying multiple comprehensive wellbeing metrics. Our aim is to begin assessing all employees using these metrics from 2023 onwards, to foster a healthier and more productive work environment.

Zero fatalities, major injuries, and severe accidents annually.



Elsewedy Electric is continuously working on building and managing its health and safety systems across all its operations.

Revise labor management policies and procedures according to good international practices by 2023.



All labor management policies and procedures have been revised and updated as part of the ESMS in 2022.



## MANAGING HEALTH AND SAFETY AT THE WORKPLACE

Elsewedy places the highest priority on managing health, safety, and environment (HSE) at the workplace. We are committed to ensuring the well-being and safety of our employees, contractors, and visitors. Our emphasis on managing HSE effectively not only safeguards our workforce but also reinforces our reputation as a responsible and trustworthy organization, while mitigating potential financial and legal risks.

## FOSTERING A SAFE WORK ENVIRONMENT: OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Elsewedy Electric's occupational health objectives encompass various aspects of employee well-being, environmental compliance, and biodiversity conservation. By providing medical assessments, complying with regulations, implementing self-monitoring programs, and prioritizing biodiversity protection, the organization strives to ensure the health and safety of its workforce and minimize environmental impact.

Elsewedy Electric's occupational safety objectives encompass a comprehensive approach to safeguarding the well-being of employees and subcontractors, emphasizing prevention, training, hazard reporting, site inspections, and regular audits. These efforts reflect the organization's dedication to maintaining a safe work environment and continuously improving occupational safety performance. During the reporting year 2022, the Elsewedy Group experienced two unfortunate fatalities within its subsidiaries, RME and Yanbu Cables.

- Elsewedy Electric's Occupational Safety Objectives include achieving zero fatalities among employees and subcontractors, monitored monthly through the HSE Scorecard.
- The organization aims for a zero Lost Time Injury Frequency Rate (LTIFR), evaluating safety performance on a monthly basis.
- Training plays a crucial role in promoting safety, with a target of providing 6.0 training hours per employee and subcontractor.
- Hazard reports are promptly addressed through a systematic approach, ensuring effective risk management.
- Regular HSE site inspections are conducted to identify potential hazards and ensure compliance with safety standards.
- Corporate and self-audits are conducted to assess compliance and identify areas for improvement, with a transparent online system.
- Occupational Health Objectives focus on providing specific medical assessments for high-risk activities and complying with environmental requirements and legislation.
- Elsewedy Electric's Measuring and Self-Monitoring Environment Program tracks environmental performance and takes necessary actions to achieve targets.
- Biodiversity protection efforts are in place to preserve ecosystems, reported annually or on a project basis.

### Elsewedy Electric Tanzania HSE Achievements

- Completed plant maintenance projects incident-free through safety measures.
- Improved pedestrian safety with convex mirrors and LED lights.
- Ensured a pest-free environment through factory fumigation.
- Enhanced motor vehicle safety with driver acknowledgements and checklists.
- Achieved 6 hours of training per employee as HSE goal.
- Installed machine guards for improved safety.
- Adhered to biannual PPE issuance policy.
- Implemented measures for safe working at height.
- Enhanced electrical safety with identity tags on panels.
- Conducted load testing and calibration of equipment.

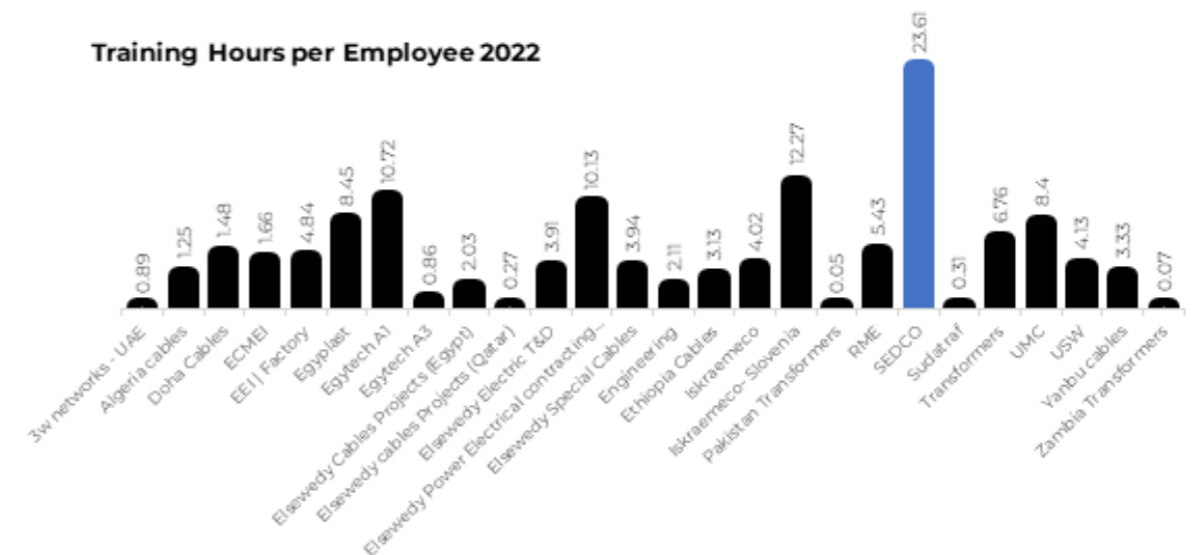
The organization currently faces several challenges that need to be addressed in order to improve operations. These challenges include the lack of resources hindering the implementation of a waste management plan, the absence of a proper and safe storage arrangement for transformer oil drums, used oil, and empty oil drums, the blockage in the main drainage line outside the factory, the absence of a proper and safe gas cylinder storage arrangement, and excessive noise from air extractors in the shop floor. These issues are priorities for the organization, and efforts will be made in the future to find solutions and overcome these challenges to ensure a safer and more efficient working environment.

## TRAINING PROGRAMS

Promoting a culture of safety and continuous improvement, Elsewedy is committed to providing comprehensive training programs to its employees. In line with this commitment, the organization allocated a significant amount of time and resources in 2022 to deliver approximately 6 training hours per employee focused on health and safety. These training initiatives aim to safeguard the well-being of individuals, enhance their knowledge and skills, and foster a safer work environment throughout the organization. The training courses covered various aspects of health, safety, environment, and quality (HSEQ).

Elsewedy Electric's commitment to safety extends beyond its own operations, as the organization actively supports its suppliers. This initiative assists partners in aligning their HSEQ standards with Elsewedy Electric's, providing assessments and collaboration opportunities in the field. Elsewedy Electric's comprehensive training programs, dedication to collaboration, and emphasis on continuous improvement underscore its unwavering commitment to maintaining a safe and secure working environment for all stakeholders.

Training Hours per Employee 2022



### EGYPLAST HSE Achievements

- Training participation and award system for operation engineers and supervisors
- Defensive drive and first aid training
- Periodic medical examinations
- Safety measures implemented, including eye wash units, ventilation systems, and cooling fins
- Maintenance and renewal of loading and unloading platforms and ramps
- Availability of MSDS paper stands for easy access to safety information
- Evaluation of the earth system by a third party
- Renewal of ISO certificates

## OPERATIONAL SAFETY

At Elsewedy Electric we ensure the well-being of our employees along with the success of our operations. To achieve this, we conduct regular toolbox talks, which are short safety meetings that focus on specific topics related to our work. During these talks, our team members discuss potential hazards, review safety procedures, and share best practices for staying safe on the job. We encourage open communication and feedback, which helps us identify potential safety issues and find ways to address them.

Below are the toolbox talks and hazard reports specifically related to cable accessories throughout the years.

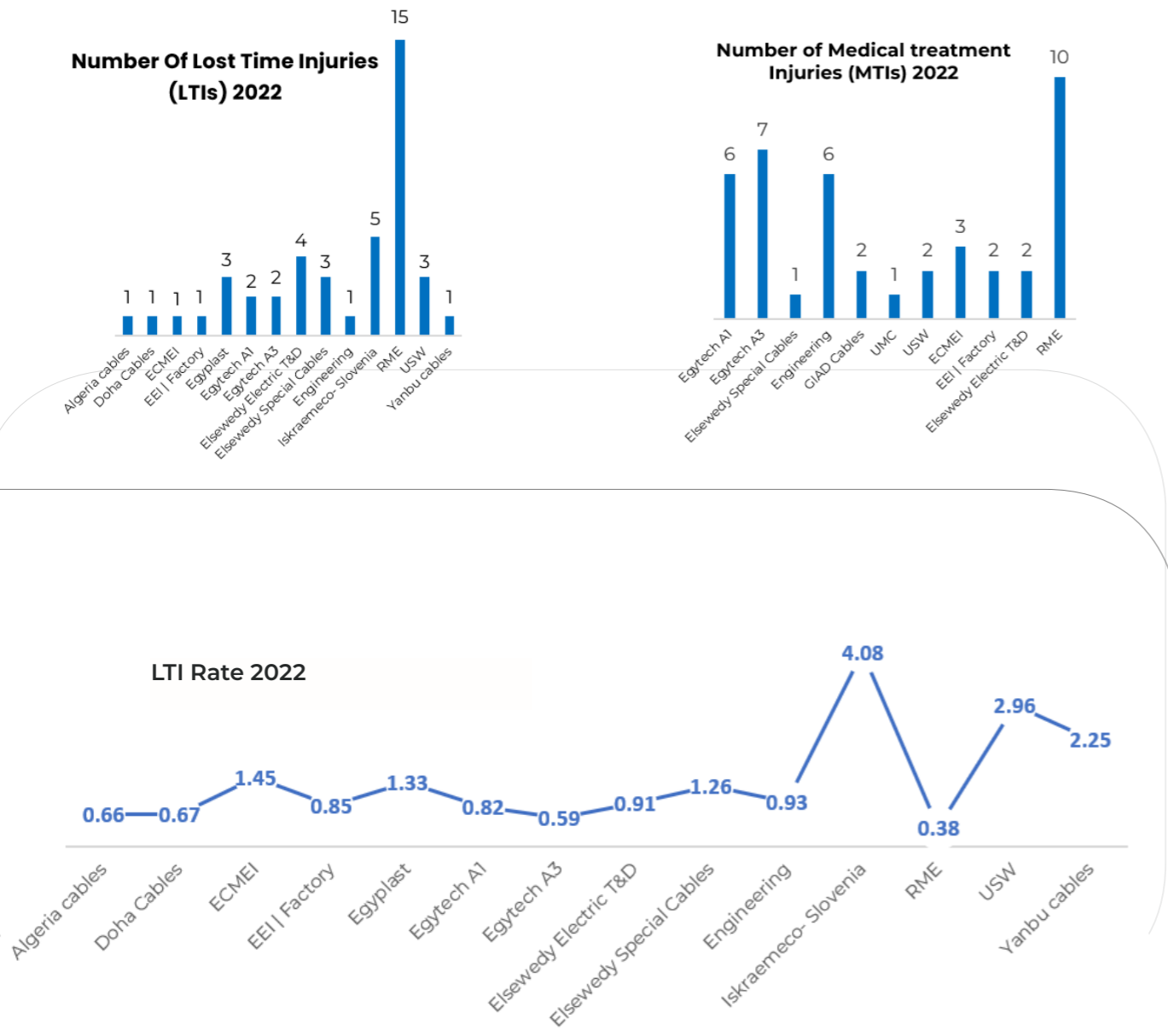
Toolbox Talks (Cable Accessories)	
Year	Talks
2020	2,890
2021	3,330
2022	5,275

### HEALTH AND SAFETY INDICATORS

In the reporting year, Elsewedy Group had a total of 43 Lost Time Incidents (LTIs), reflecting the need for continuous improvement in safety protocols. These LTIs occurred in different companies within the group. Additionally, there were 42 medical treatment injuries (MTIs) recorded across several companies within the group, highlighting the ongoing need for vigilance and safety measures.

Elsewedy Group remains committed to prioritizing the well-being and safety of its employees and continuously striving for excellence in health and safety practices.

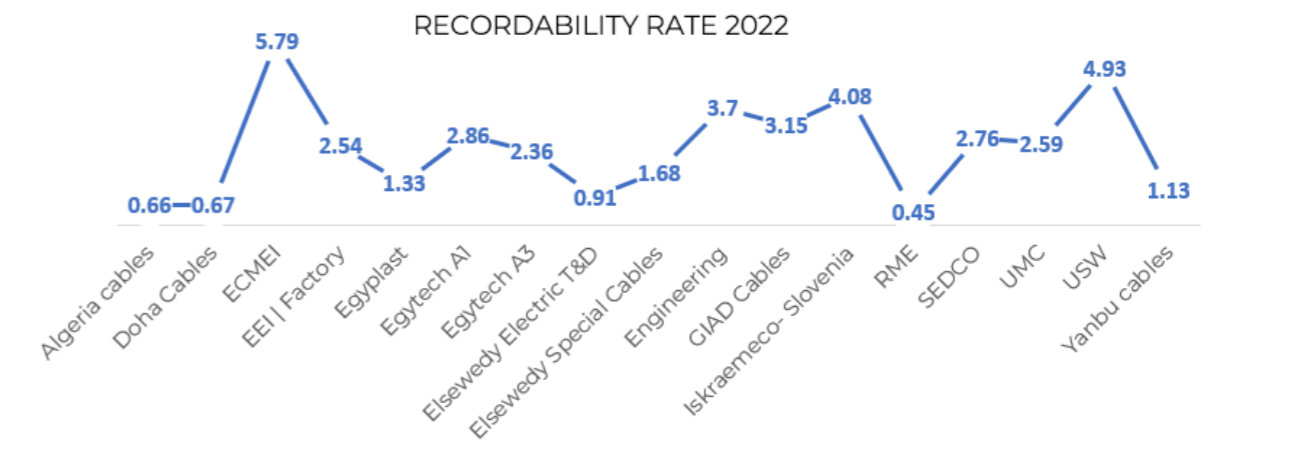
Below are our recorded values across Elsewedy Electric's subsidiaries:



### Transformers Pakistan HSE Achievements

- Zero accidents/incidents, highlighting strong safety performance.
- Successful COVID-19 vaccination activity, prioritizing employee health.
- Conducted fire emergency evacuation drill, ensuring preparedness.
- Completion of ISO 14001 and 45001 initial audits, demonstrating commitment to environmental and occupational health and safety.
- Implementation of HSE procedures and SOPs, promoting consistent safety practices.
- Conducted HSE visits with top management, showcasing leadership commitment.
- Zero Fire Incident.
- Design of Fire Fighting system has been completed with hydraulic Calculations.
- Underground Fire Fighting HDPE pipes have been Installed

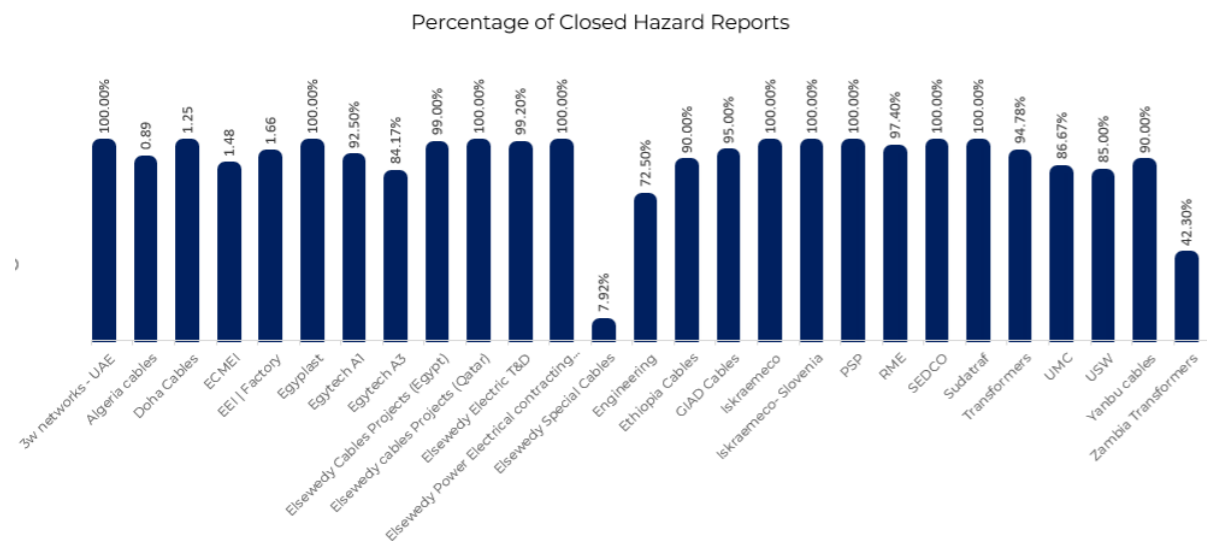
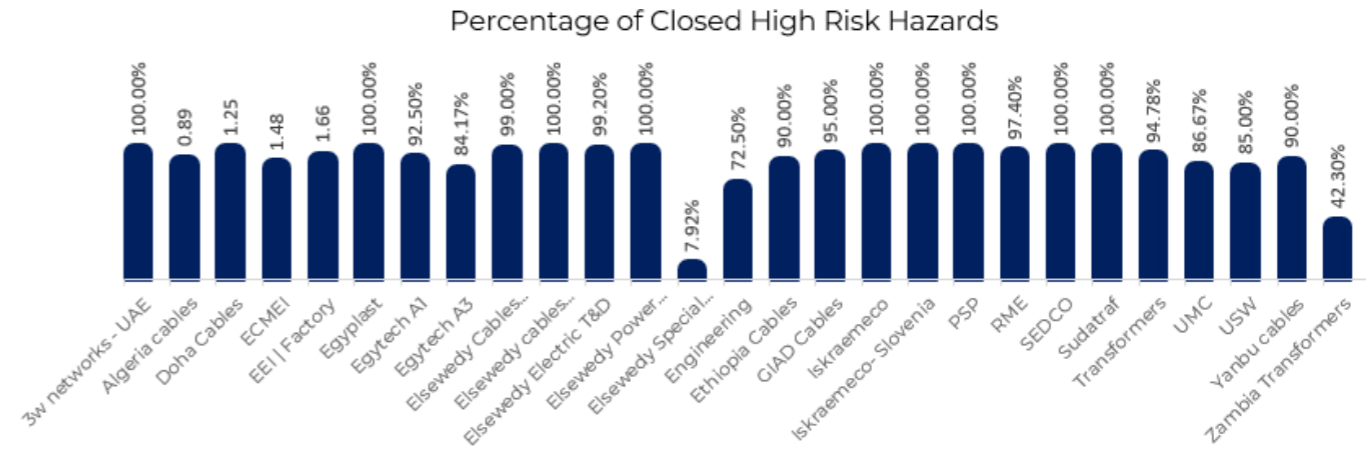
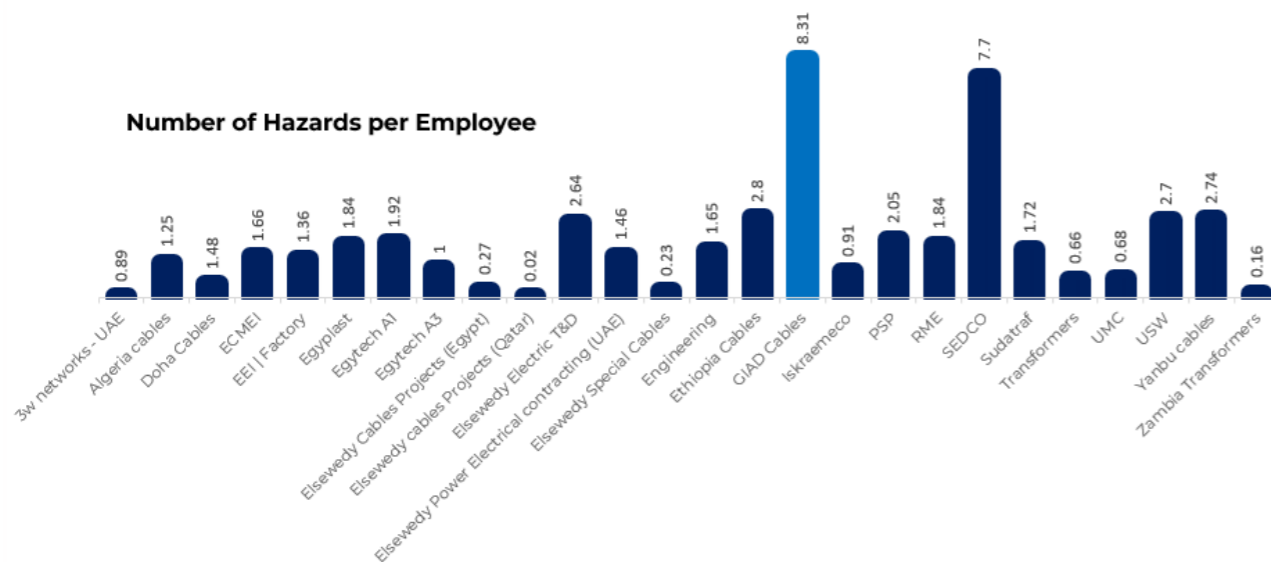
Recordability Rate is a measure used to assess the number of recordable incidents or injuries in relation to the total workforce or a specific time period. This rate helps in evaluating the effectiveness of the organization's health and safety programs and identifying areas for improvement. The data related to the Recordability Rate is displayed in the graph below:



### Elsewedy Digital HSE Achievements

- Achieved 895,440 hours without any Lost Time Injuries.
- Implemented the HSE ELSEWEDY DIGITAL Plan for NOKIA, HUAWEI, and ERICSSON.
- Regular reporting with weekly and monthly reports.
- Conduct daily Toolbox Talks (TBTs) and perform risk assessments.
- Developed specific procedures for ELSEWEDY TELECOM, including tower erection and FTTX projects.
- Implemented tracking sheets to monitor vehicles, PPEs, contractors, and in-house team as per GSM customer requirements.
- Emphasized good housekeeping practices across all sites.

The following data shows the number of hazards per employee and the number of high-risk hazards per employee in each organization within the group. The findings indicate that the frequency of hazards varies across different companies, with significant attention given to high-risk hazards demonstrate a commitment to robust hazard management practices. Elsewedy Group's remains dedicated to fostering a culture of safety and continuously improving its hazard identification and mitigation strategies to protect its employees and create a secure work environment.



### ECMEI HSE Achievements

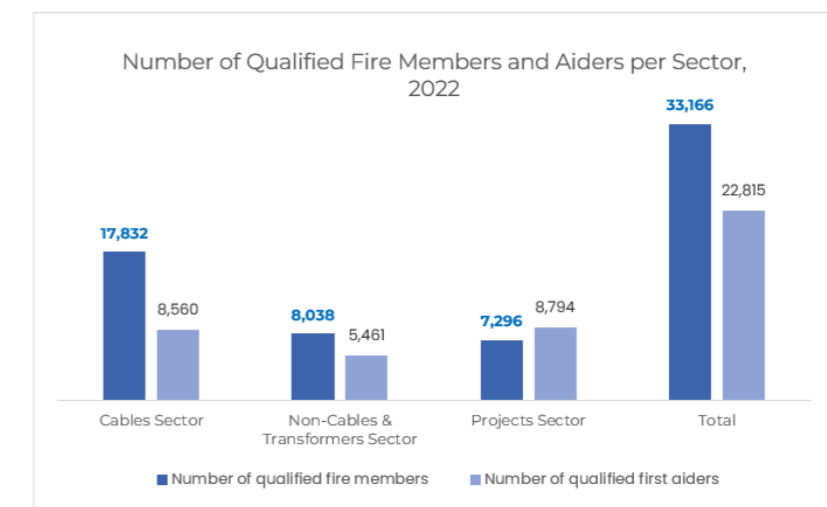
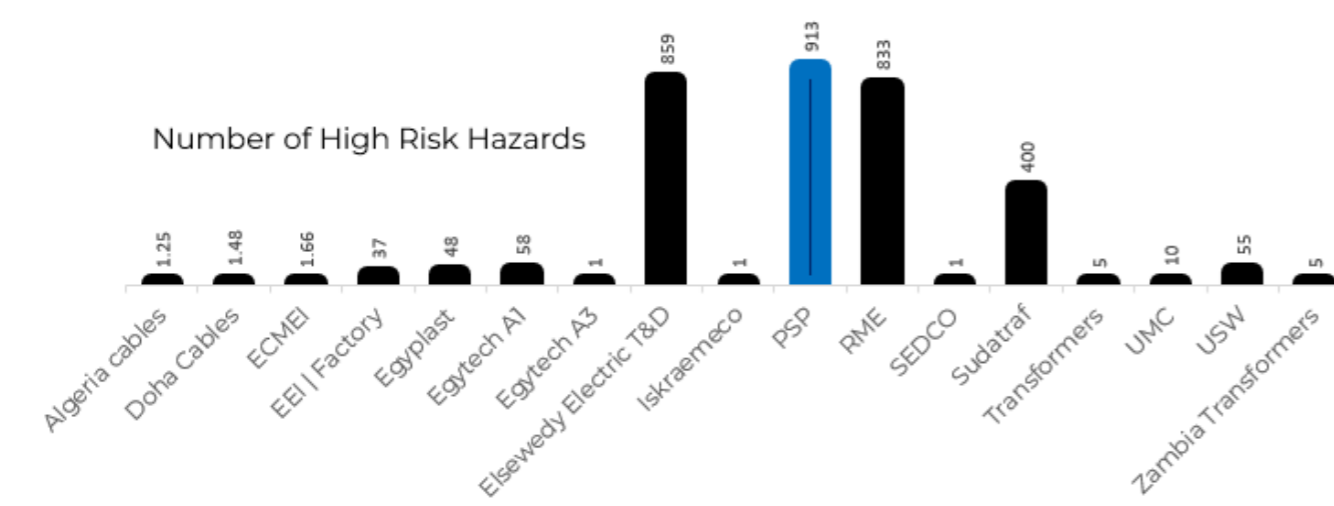
- Installation of lifelines on all plant roofs for improved safety.
- Addition of rain gutters to the factory roof to manage water drainage effectively.
- Implementation of protection barriers equipped with saw weapons in the carpentry workshop for increased safety.
- Installation of fire search systems for electrical panels to enhance fire detection capabilities.
- Conducting measurements of magnetic flux density in transformers, along with earth measurements and physical measurements, to ensure compliance with safety standards.
- Adherence to the employee transfer policy, including drug detection analysis for the year 2022.

## PREVENTING AND MANAGING FIRE INCIDENTS

All our subsidiaries strictly adhere to the NFPA requirements, placing a strong emphasis on fire safety. We prioritize the regular testing and inspection of firefighting equipment, including fire pumps, extinguishers, hoses, and hydrants, to guarantee their optimal condition and preparedness in case of emergencies.

To further strengthen our fire safety protocols, we conduct both unannounced and planned fire drills across all subsidiaries. In the reporting year, we successfully completed 20 unannounced fire drills, which provide valuable opportunities for realistic emergency response training.

Additionally, we conducted 67 planned fire drills to ensure comprehensive preparedness and enhance our employees' awareness of fire safety procedures. Through these proactive measures, we continuously strive to maintain a high level of fire safety readiness throughout our operations.



### Elsewedy Technical Academy HSE Achievements

- Implemented warning signs, prohibition signs, mandatory signs, emergency signs, and informational signs to enhance safety awareness.
- Conducted maintenance for fire extinguishers and increased their quantity.
- Checked all cars for safety compliance.
- Conducted safety induction lectures for 450 new students and employees.
- Reviewed and supervised the implementation of maintenance plans.
- Ensured building security and compliance with occupational health and safety specifications.
- Provided personal protective equipment (PPE) for practical students and engineers.
- Set up fire boxes in new construction buildings.
- Established a special budget for fire-fighting measures.
- Provided safety advice and recommendations for outdoor training workplaces.
- Developed a QR scanning method for reporting safety observations.
- Established an emergency plan and conducted emergency evacuation drills.
- Conducted monthly inspections for fire-fighting systems and appliances.
- Ensured timely closure of high-risk unsafe observations.

## CASE STUDY: SAFETY COMMITMENT IN ABU DHABI'S INFRASTRUCTURE

Elsewedy Electric T&D & Elsewedy Electric UAE signed a contract with Intelligent Group for the supply and installation of 400 kV overhead transmission lines in a duration that doesn't exceed 10 months.

As a part of Elsewedy Electric commitment in developing Abu Dhabi infrastructure and under the directives of the wise leadership of the state and according to the highest standard of quality and safety in the Emirate of Abu Dhabi.

The signing is yet another milestone for Elsewedy Electric T&D reinforcing the organization's established capabilities in the MEA regions.

The contract was signed by Eng. Mohamed Emara, CEO Intelligent Group, Eng. Medhat Maher, Managing Director Elsewedy Electric T&D, Eng. Mohamed Naguib, CEO Elsewedy Electric UAE, at the headquarters of Elsewedy Electric in Cairo in the presence of Eng. Ahmed Elsewedy, President and CEO Elsewedy Electric, and Eng. Mohamed El Deeb, General Manager Intelligent Group. Both groups has discussed the industrial development in Abu Dhabi and the localization of knowhow.

### Iskraemeco actively promotes a healthy lifestyle among its employees

Iskraemeco is deeply committed to the health and safety of its employees, implementing a comprehensive range of measures and initiatives. Here are the key aspects of Iskraemeco's dedication to health and safety, presented in bullet point format:

#### Employee Well-being and Benefits:

- Various health promotion activities, including lectures, workshops, medical examinations, vaccinations, and sports initiatives.
- Additional employee benefits such as daily hot meals, recreational breaks, and relaxation amenities.
- Organizing health-related events and disseminating health promotion information through internal publications.

#### Compliance with Regulations and Standards:

- Complying with relevant health, safety, and environmental regulations and standards.
- Incorporating ISO 26000 standard for social responsibility into their existing standards, strengthening business policies and proactive activities.
- Successfully renewing other certifications, including ISO 9001, ISO 14001, ISO 27001, ISO 45001, and ISO 50001.

#### Risk Assessment and Preventive Measures:

- Conducting risk assessments for each workplace and machine, identifying potential risks and evaluating them for preventive measures.
- Continuous education and training of workers regarding risk assessments and safety processes.

### Iskraemeco actively promotes a healthy lifestyle among its employees

#### Activities for Health Promotion:

- Various lectures and workshops on stress management, first aid training, smoking cessation, healthy movement, and diet.
- Health measurements including bone density, cholesterol, blood sugar, and blood pressure control.
- Offering seasonal influenza vaccination and eye examinations.
- Providing access to fitness centers, organizing hikes, picnics, cycling climbs, and supporting participation in recreational competitions.
- Health promotion articles in internal publications and free use of sports amenities.

#### Monitoring and Improvement:

- Monitoring absences due to illness, frequency of injuries, and severity of injuries to enhance employee safety and health.
- Striving to improve employee satisfaction levels through surveys.

#### Health Promotion Commission:

- Comprising representatives from Health and Safety, Human Resources, Marketing, and Production, along with cooperation from the trade union.
- Promoting employee health through recommendations and pre-prepared actions.

### Rowad Achieves a Remarkable Milestone

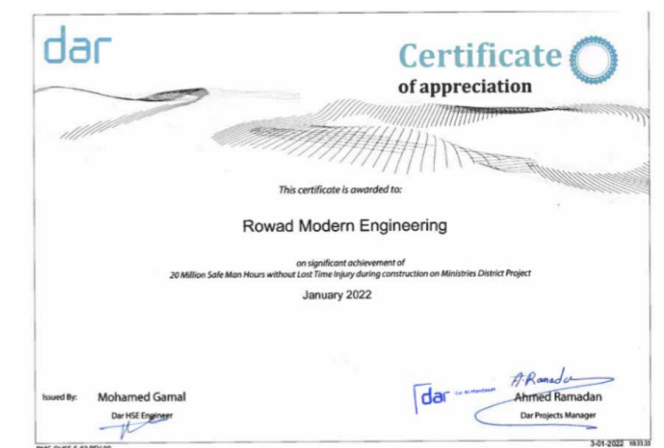
Rowad is proud to announce a significant achievement in the field of safety during the construction of the ministries district project. In January 2022, the organization reached a remarkable milestone of completing 20 million safe man-hours without any lost time injury. This outstanding accomplishment demonstrates Rowad's unwavering commitment to maintaining a safe and secure work environment for its employees and subcontractors. Through rigorous safety protocols, proactive measures, and comprehensive training programs, Rowad has successfully prioritized the well-being of its workforce while ensuring the smooth progress of the project.

## FUTURE PROSPECTS

Elsewedy Electric is committed to prioritizing the wellbeing, health, and safety of its employees. In line with this commitment, the organization plans to assess all employees on a comprehensive wellbeing metric starting in 2023 and integrating the assessment of working conditions and terms of employment across all subsidiaries into a regular audit process.

Additionally, the organization aims to achieve zero fatalities, major injuries, and severe accidents annually, highlighting its determination to create a safe working environment. Elsewedy is working to develop dedicated procedures on matters of Noise pollution and communicable diseases, applicable worldwide to all contexts of potential risk by 2023.

In pursuit of global best practices, Elsewedy intends to revise its labor management policies and procedures working conditions and employee guidelines according to good international practices, ensure consideration of relevant risks and global coverage by 2023. We are well focused on fostering employee wellbeing, maintaining a strong safety record, and adhering to international labor standards, reinforcing our commitment to excellence in all aspects of its operations.



## EMPLOYEE DEVELOPMENT

We aim to foster a leadership culture that facilitates employee potential. To improve employee effectiveness and foster creativity, we will encourage making decisions at the appropriate level, creating autonomy within boundaries based upon the level of risk, assessment and revision of our practices in terms of delegation of authority.

**We commit to providing all our employees with meaningful career growth opportunities, allowing them to do their best, help gain new skills and fulfil their aspirations.**



### AREAS OF ACTION

- Creating realistic workload expectations, providing for sufficient staffing and ensure a reasonable length of time to complete assigned tasks.
- Supporting management in focus on “people management”.
- Encouraging and gather employee insights on improvement opportunities.
- Improving the transparency and effectiveness of Elsewedy Human Resources Committee (HRC).

Key Targets 2020-2030	2022 Performance
Introduce two new awards by 2023.	<span style="color: orange;">!</span> Top employer award in 2022.
Assess Corporate Performance Objectives (CPOs) to eliminate unnecessary workload, processes, or reports by 2023.	<span style="color: green;">✓</span> In 2022, Elsewedy Electric made significant strides towards our 2023 goal of optimizing Corporate Performance Objectives (CPOs). We initiated a strategic approach of thorough surveys, evaluation, stakeholder input, process mapping, pilot testing, and continuous monitoring. (completed in 2022)
100% workplace satisfaction by 2025.	<span style="color: orange;">!</span> On-going – Elsewedy Electric maintains a monitoring system of employee engagement and satisfaction surveys results on a periodic basis.
100% of employees trained on sustainability and ESG topics by 2023.	<span style="color: orange;">!</span> 100% of employees in the headquarters have been trained in 2022.

✓ Achieved    ! In Progress    - Not Started

## Employee Engagement & Satisfaction

We recognize the significance of employee engagement and satisfaction in driving the success of Elsewedy. We strive to create an environment where employees feel motivated, valued, and inspired to contribute their best. Through the providence of regular feedback, performance recognition programs, career development opportunities, and work-life balance support, we aim to promote high levels of employee engagement and satisfaction. We believe that engaged and satisfied employees are more likely to excel in their roles, stay committed to the organization, and actively contribute to our continued growth.

## Elsewedy Employee Benefits

At Elsewedy, we prioritize the well-being of our employees and strive to enhance their quality of life in every aspect. We are dedicated to offering a comprehensive range of benefits that cater to their needs and promote their overall well-being.

Our benefits application offerings encompasses various dimensions of life, including physical, mental, and financial aspects. We provide competitive healthcare coverage to ensure that employees and their families have access to quality medical care when they need it most.

Additionally, we offer wellness programs and resources, such as gym memberships, and fitness classes, to encourage a healthy and balanced lifestyle.

Our Benefits catalogue offerings are diverse and we constantly work on expanding them they include:

Medical Insurance	Metlife	Acute prescriptions limit increase
	Fit Map Gym	Annual Membership discount (more than 50%)
Fitness Services	Amplify (Workouts & Nutrition Guidance Application)	A Free Subscription for One Full Year
	Gold's Gym	Memberships Discounts
Food Providers	Ammona Kitchen	10% Discount on Menu items
	Ibn Alsham Restaurant	10% Discount on Delivery or Takeaway
	Movenpick Ice Cream	15% Discount in select branches
Car Rentals	GB Auto	Discounted rates
Complementary Services	Rush Brush	Discounts up to 55%
	ALEXBANK	Discounts on admin fees and fixed interest rates



Scan the QR CODE to download our Employee Benefits App that includes all the offers details.



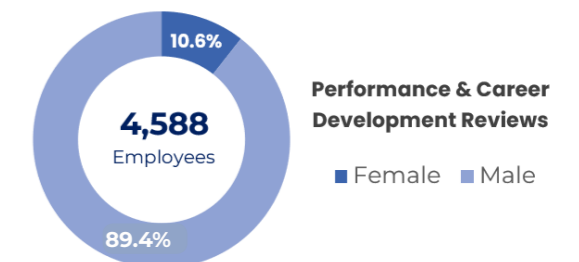
## TRAINING & PERFORMANCE MANAGEMENT

At Elsewedy Electric, we prioritize the development and performance management of our employees. In the reporting period, we delivered a total of 311,112 training hours, with an average of 16.65 training hours per employee.

Performance & Career Development Reviews were conducted for a total of 4,588 employees. Among them, 4,102 were males and 486 were females. The reviews were conducted across different employee categories, including 2,875 professionals, 913 senior professionals, 687 management personnel, 110 senior management executives and 3 leadership positions.

**311,112** ▶ TOTAL TRAINING HOURS

**16.65** ▶ AVERAGE TRAINING HOURS PER EMPLOYEE



Number of employees who received performance and career development reviews in 2022	
Professionals	2,875
Senior Professionals	913
Management Personnel	687
Senior Management Executives	110
Leadership Positions	3

### Functional Training and Development

Internal Audit focused on providing risk management training throughout the organization to ensure a comprehensive understanding of risk principles. The IT department dedicated efforts to provide comprehensive training and support to the employees, enabling them to enhance their proficiency in utilizing various technology systems and applications.

Furthermore, the insurance department conducted a series of department-specific trainings, tailored to meet the unique requirements of the team. These trainings played a crucial role in equipping our employees with the necessary skills and knowledge to excel in their roles. Additionally, several trainings covering teamwork, leadership, communication, and critical thinking was provided to over 70 participants.

#### Iskraemeco

At Iskraemeco, regular trainings were conducted to raise awareness of environmental and safety requirements. Training sessions included topics such as managing work stress, first aid, health and safety at work, and fire protection. Various seminars and introductory sessions were held, including those for new employees and specific job roles.

#### Egyplast

Egyplast uses a scorecard for assessing its employees, and to measure their contribution to the overall success of the organization. employees can be assessed based on multiple factors such as work performance, application of internal processes, and learning and growth. This approach allows pinpointing the areas of development and improvement.

#### UIC

UIC acknowledges that investing in our employees is crucial to our success. As such, UIC is committed to providing regular training and development opportunities to help employees grow and develop their skills. In 2022, they have delivered an average of 5 training hours per employee

### Career Development

In 2022, Elsewedy Group continued its commitment to enhancing employee development across the organization, with a particular focus on performance and career development. Through Performance & Career Development Reviews, a total of 4,588 employees provided with a thorough review feedback.

The initiative also emphasized inclusivity and gender equality, as reflected in the breakdown of employees by gender.

Out of the total number of employees, 4,102 were male, while only 486 were female, we continue to build on and enhance the ongoing efforts to create a more diverse and inclusive workforce.

Furthermore, Elsewedy Electric recognized the importance of tailoring development programs to meet the specific needs of different employee categories. Among professionals, a total of 2,875, benefited from targeted development initiatives.

Additionally, 913 senior professionals, 687 management personnel, and 110 senior management employees received development programs in order to support the advancement of their careers within the organization.

Within our organization, we have implemented an interview process that allows us to develop individualized training programs for employees, supporting their career advancement. These training programs are included in our yearly training program, and we monitor their execution and effectiveness.

#### Rowad

Rowad, provided an average of 7 training hours per employee and subcontractor. All employees are trained on HSE and an Educational scholarship in collaboration with UN Women to create a pipeline for future women leaders

### Training for Employability

Through our partnership with Sawiris Foundation and the Egyptian German Technical Academy, we implemented the "Training for Employability" project. This initiative aimed to enhance the employability of 200 Egyptian youths from Cairo, Suez, and Sharqia governorates. The project duration is 18 months, and the targeted employability rate is set at a minimum of 75%. We recently celebrated the graduation and successful employment of 51 trainees, the trainees were from the 1st batch of the project in a special event hosted by STA in the presence of our partners Sawiris Foundation and EGT Academy.

**51** ▶ SUCCESSFULLY EMPLOYED TRAINEES THROUGH THE PROJECT



### Employee Recognition

We firmly believe in recognizing and appreciating the contributions and achievements of our employees at Elsewedy. Through our employee recognition programs, we aim to celebrate the hard work, dedication, and exceptional performance of our team members. Whether it is through verbal appreciation, written commendations, awards, or other forms of recognition, we strive to make our employees feel valued and respected. By fostering a culture of recognition, we create a positive work environment that inspires teamwork, collaboration, and continuous improvement. Employee recognition at Elsewedy not only boosts morale and motivation but also strengthens employee loyalty and supports our overall success as an organization.

### Annual HR Conference

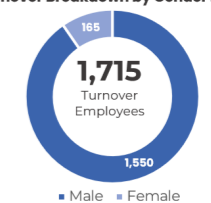
Elsewedy Electric recently hosted its 4th annual Group HR Conference, led by the Group's Chief Human Resources Officer. Attendees included the Group's President and CEO, along with the Vice Presidents, the Executive Committee Members, Group HR Leadership Team, and graduates from Elsewedy Harvard Development Programs. The conference celebrated surpassing our 2022 HR performance objectives and laid out the HR plans for 2023 in line with the Group's growth strategy. This event highlights our commitment to employee development and driving organizational excellence through strategic HR initiatives.

### Employee Turnover

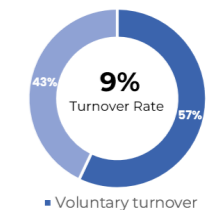
Elsewedy recognizes the significance of turnover in its workforce and strives to understand the underlying factors contributing to employee departures. During the reporting period, the total turnover rate was 9.18%, with a total of 1,715 employees leaving the organization. Among these departures, voluntary turnover accounted for 57% (979 employees), while turnover for cause represented 43% (736 employees).

Elsewedy acknowledges the importance of addressing turnover and remains committed to creating a supportive and engaging work environment that encourages employee retention and satisfaction. Through ongoing analysis and initiatives, we aim to minimize turnover and enhance overall employee experience within the organization.

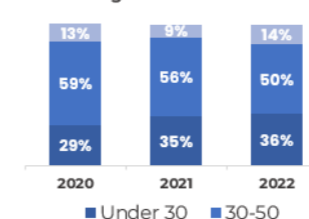
Turnover Breakdown by Gender 2022



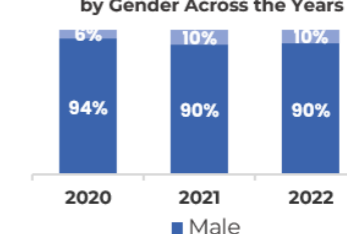
Turnover Rate Breakdown 2022



Turnover Rates Breakdown by Age Across the Years



Turnover Rates Breakdown by Gender Across the Years



## New Hires

Elsewedy welcomed a total of 3,815 new hires during the reporting period, reflecting the organization's continuous growth and commitment to expanding its workforce. These new additions to the team bring fresh perspectives, diverse talents, and valuable skills that contribute to the overall success of the organization.

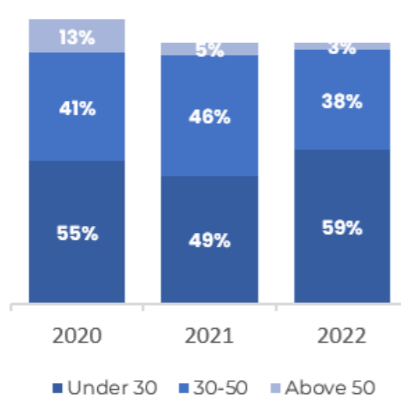
New Hires Breakdown by Gender 2022



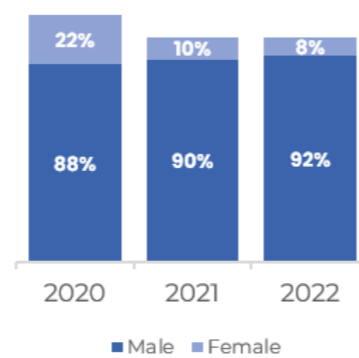
2022 New Hires with Disabilities



New Hires Breakdown by Age Across the Years



New Hires Breakdown by Gender Across the Years



## Compensation & Benefits

### Remuneration

In terms of remuneration, Elsewedy demonstrated a commitment to maintaining fair and equitable compensation practices in 2022. The ratio of the basic salary and remuneration for the highest paid individual to the average annual total compensation for all employees was 0.05%. Furthermore, Elsewedy Group prioritized transparency and fairness in terms of salary growth. The ratio of the percent increase in the total yearly compensation of the highest paid individual to the average annual total compensation for all employees was 156%.

Regarding gender pay equity, Elsewedy closely monitored and reported the median hourly pay for full and part-time employees in different categories and genders for the year 2022. In the Entry-Level category, the median hourly pay for females was 31.76 EGP, while for males it was 31.33 EGP, resulting in a gender pay ratio of 0.99. In the Mid-Level category, females received a median hourly pay of 87.16 EGP, while males received 101.17 EGP, resulting in a gender pay ratio of 1.16. At the Senior and Executive Level, the median hourly pay for females was 287.26 EGP, while for males it was 542.68 EGP, resulting in a gender pay ratio of 1.89. These ratios reflect a continued commitment to gender pay equity and efforts to reduce disparities within the organization.

Group HR Leadership Team, and graduates from Elsewedy Harvard Development Programs. The conference celebrated surpassing our 2022 HR performance objectives and laid out the HR plans for 2023 in line with the Group's growth strategy. This event highlights our commitment to employee development and driving organization.

### Parental Leave

The Group has continued to prioritize employee support and work-life balance, as out of the 13 employees who took maternity or parental leave during the year, all of them successfully returned to work after the conclusion of their leave. Elsewedy ensures that employees feel valued and supported throughout their parental leave and beyond, enabling a smooth reintegration into the workforce and maintaining a high level of employee engagement and satisfaction.

## Future Prospects

Elsewedy is committed to the continuous development and growth of its employees. In line with this commitment, the organization has outlined several future prospects for its Employees Development. In 2023, Elsewedy plans to introduce two new awards to recognize and celebrate exceptional employee performance. These awards will serve as a motivating factor and encourage employees to strive for excellence. Additionally, in the same year, Elsewedy aims to assess Corporate Performance Objectives (CPOs) to identify areas where unnecessary workload, processes, or reports can be eliminated. This initiative will streamline operations and enhance efficiency within the organization, allowing employees to focus on more strategic and value-added tasks.

Furthermore, Elsewedy is dedicated to ensuring a 100% workplace satisfaction rate by 2025. To achieve this goal, the organization will maintain a monitoring system that regularly assesses employee engagement and satisfaction through surveys. This ongoing feedback mechanism will enable Elsewedy to identify areas for improvement and implement measures to enhance the overall employee experience.

In terms of sustainability and ESG topics, Elsewedy is actively working towards training 100% of its employees on these crucial subjects. Currently in progress, the organization is developing online materials to provide comprehensive training to all employees by the first quarter of 2023. This reflects Elsewedy Electric's commitment to fostering a sustainable and socially responsible corporate culture.

By focusing on these future prospects in employee development, Elsewedy aims to create a thriving work environment that recognizes and rewards employee excellence, streamlines processes for increased efficiency, ensures high workplace satisfaction, and equips its workforce with the necessary knowledge and skills to address sustainability and ESG challenges.

## DIVERSITY AND INCLUSION

As a Group with a global presence, we will further advance our commitment to diversity, equity, disabilities and support of vulnerable groups within our organization and beyond. We will also continue improving our zero-tolerance policy towards discrimination while offering fair salaries and benefits to all employees. We also recognize that social patterns.

**We commit to improving the gender balance in both the general workforce and executive positions, with over three fourth currently being male, making extra effort to reach out to and employ highly qualified women and support their career growth.**



### AREAS OF ACTION

- Bridging the diversity and inclusion gap
- Providing equal opportunities for all
- Integrating inclusion and diversity considerations in development programs at all levels

Key Targets 2020-2030	Status	2022 Performance
Comprehensive diversity and inclusion assessment report by 2023.	In Progress	Elsewedy Electric shall conduct a comprehensive diversity and inclusion assessment across its areas of operation in the upcoming years as part of the C-ESMS.
30% women within the workforce by 2030.	Achieved	Elsewedy Electric has a current 8% women representation in the workforce (up from 6% in 2021).
40% women within the board and management by 2030.	In Progress	Elsewedy Electric has a current 20% women representation in the Board, and 9% across management positions.

✔ Achieved
 ⏸ In Progress
 ⊖ Not Started



## Employee Diversity

Elsewedy Electric's sustainability efforts extend beyond business performance, encompassing the promotion of employee diversity and inclusion, ensuring equal opportunities and a harmonious work environment for all. As of the reporting period, our workforce consisted of a total of 18,681 employees, with 92.5% male employees and 7.5% female employees.

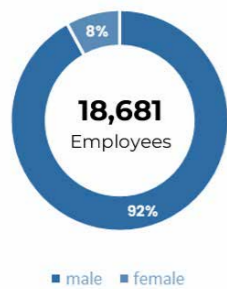
We recognize the importance of age diversity and are proud to have a balanced representation across different age groups. Among our employees, 26.9% were under 30 years old, 64.1% were between 30 and 50 years old, and 8.9% were above 50 years old. Furthermore, we are dedicated to fostering an inclusive workplace for persons with disabilities (PwD). During this period, we employed a total of 2.1% individuals with disabilities, comprising 52.8% male employees and 23.8% female employees.

We are committed to equal employment and advancement opportunities, inclusiveness and gender diversity and equality, we have a zero-tolerance policy towards discrimination based on gender, age, disability status, ethnicity, or religion. All employees are hired within a clear policy framework that respects local laws and regulations.

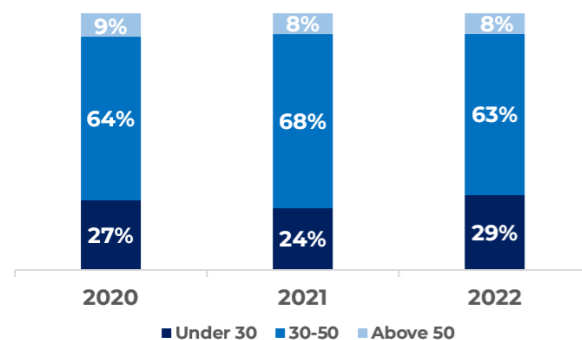


Employees Breakdown by Country	2022	2021	2020
Algeria	4%	4%	4%
Egypt	79%	79%	78%
Ethiopia	0.8%	1%	1%
Greece	0.04%	0.05%	0.1%
India	0.5%	0.3%	0.3%
Indonesia	2%	3%	3%
Saudi Arabia	2%	2%	2%
Kuwait	0.4%	2%	0.4%
Malaysia	0.1%	0.06%	0.1%
Qatar	3%	3%	4%
Slovenia	4%	4%	4%
UAE	2%	2%	1%
Zambia	0.6%	0.6%	0.6%
Kenya	2%	-	-
Pakistan	0.7%	-	-
Tanzania	0.9%	-	-

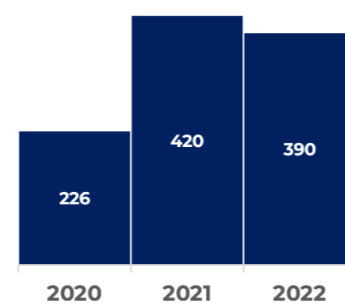
El-Sewedy Electric Workforce breakdown by Gender 2022



Employee Breakdown by Age Across the Years



Employees with Disabilities Across the Years



## Future Prospects

Looking ahead, Elsewedy is committed to fostering diversity and inclusion within its workforce and leadership positions. As part of our targets, the Group plans to conduct a comprehensive diversity and inclusion assessment report in 2023, which will provide valuable insights for enhancement.

In line with long-term goals, Elsewedy aims to achieve a target of 30% women within the workforce by 2030. Moreover, the Group aspires to have 40% women within the board and management positions by 2030.

These ambitious targets and the positive momentum already observed demonstrate Elsewedy Electric's dedication to creating a diverse and inclusive environment that fosters equal opportunities and reflects a broad range of perspectives at all levels of the organization.

## HUMAN AND LABOR RIGHTS

While our society has made significant progress safeguarding human rights over the past decade, violations remain a common issue, requiring a careful and diligent approach.

**We commit to protecting and cherishing human rights within our operations and across the supply chain in line with our Code of Conduct and the UN Guiding Principles on Business and Human Rights**

### AREAS OF ACTION

- Training on human rights
- Assessment of human rights compliance and action on human rights violations
- Integrating verification and enforcement of the respect of Human Rights within the supply chain auditing procedures
- Implement proper policies, measures and monitoring mechanisms to mitigate adverse effects of retrenchment of workers, child and forced labor



Key Targets 2020-2030	Status	2022 Performance
All operations are reviewed for human rights compliance annually.	✔	As part of the C-ESMS, the Group has devised a child labor and forced labor policy, and updated its human rights policy, and has started to review, report, and monitor its compliance against human rights. All operations have been reviewed in 2022.
100% of employees covered by human rights training on an ongoing basis.	🕒	All employees shall receive periodic training on human rights as part of the new C-ESMS.
Zero human and labor rights violations across the supply chain from 2025.	🕒	In addition to Elsewedy Electric's current Human Rights Policy, the group has devised a child and forced labor policy that prohibits child or compulsory labor across all subsidiaries with clear complain procedures, monitoring and reporting, and grievance and remediation mechanisms.

✔ Achieved    🕒 In Progress    - Not Started

## Human Rights Commitments

Elsewedy Electric is deeply committed to upholding human and labor rights within its operations and across all work locations. Recognizing the importance of creating a sustainable and ethical work environment that respects the dignity and rights of its employees, the organization adheres to local and international laws, regulations, and conventions that safeguard these rights. This commitment is underpinned by the principles outlined in the International Bill of Human Rights, the United Nations Declaration on the Rights of Indigenous Peoples, and ILO Convention No. 169.



## Employee Rights

Elsewedy Electric provides equal opportunities for all employees, regardless of their background, gender, ethnicity, or any other characteristic, the organization maintains a workplace culture that fosters inclusivity, diversity, and mutual respect. Discrimination in any form is strictly prohibited, and proactive measures are taken to prevent and address instances of discrimination that may arise. Elsewedy Electric also maintains a zero-tolerance policy towards forced labor, imprisonment, contract labor, servitude, and human trafficking. Employment contracts strictly adhere to legal requirements, ensuring workers are not coerced or subjected to external pressure.

Upholding the rights and protections of its employees, Elsewedy Electric ensures that workers have the right to resign without any pressure from the organization, with no deductions or required payments upon resignation. The decision to work additional hours is optional and can't be forced upon anyone. Employees enjoy freedom of movement within the organization, as long as it aligns with established rules, work requirements, and security regulations.

## Child Labor

Elsewedy Electric totally prohibits child labor in accordance with local and international laws and regulations. The organization strictly adheres to the Egyptian Labor Law, which explicitly prohibits the employment of children. Except for training purposes once they reach the age of thirteen without hindering their education. The responsibility for implementing and enforcing the prohibition of child labor lies with the Human Resources Manager.

The organization maintains a comprehensive list of laws regulating work in its facilities, including international conventions such as ILO Convention No. 138 and No. 182. The Human Resources Manager verifies the authenticity of age-related documents, ensuring adherence to legal requirements and organization policies.

Thorough interviews and practical tests are conducted by Elsewedy Electric to verify applicants' ages and assess their qualifications. Relevant personnel involved in the hiring process receive training to ensure a comprehensive understanding of the prohibition of child labor. Strict documentation and record-keeping processes are followed to ensure compliance and prevent the employment of children within the organization.

## Grievances

At Elsewedy, addressing employee grievances is of utmost importance. We understand that providing a platform for employees to express their concerns and complaints is vital for fostering a positive work environment. By actively listening to our employees and promptly addressing their grievances, we aim to ensure fairness, trust, and open communication within the organization. Resolving conflicts and issues in a timely manner contributes to increased job satisfaction, improved morale, and stronger employee loyalty. Employees who wish to report grievances of a personal nature, such as those related to performance or office supplies, are to reach out to their relevant HR Business Partner.

### Iskraemeco exceeding the Slovenian Norms

Iskraemeco operates in Slovenia and the organization has a corporate collective agreement that safeguards workers' rights beyond the requirements of Slovenian labor law and fosters the highest level of ethical regulations that empowers employees.

## Future Prospects

Elsewedy Electric is committed to continually improving its practices and ensuring the protection of human and labor rights. The organization has set ambitious goals for the future to further strengthen its commitment and achieve even higher standards. Our targets include and are not limited to, continuously reviewing Operations for Human Rights Compliance, by conducting annual reviews of all operations to identify areas for improvement and to address any potential issues related to human rights. This proactive approach will contribute to maintaining a sustainable and ethical work environment across all locations. Elsewedy also aims to continue providing Human Rights Training for All Employees, and providing ongoing training programs that raise awareness and understanding of human rights principles and their importance in the workplace.

By 2025, The organization aims to have Zero Human and Labor Rights Violations across the Supply Chain, and we are committed to working closely with suppliers, partners, and contractors to eliminate human and labor rights violations. This shall be achieved by working collaboratively to address any identified issues and promote responsible practices.

Our commitment is unwavering and we continuously aim to enforce human and labor rights practices. we strive to create a sustainable and inclusive work environment where the rights and dignity of every individual are protected.

## SOCIAL AND COMMUNITY IMPACT

We commit to expanding our positive impact on vulnerable groups and communities facing significant environmental and social challenges and exploring best practices and expertise to scale positive change.

### AREAS OF ACTION

- Assessing impacts of our previous and ongoing initiatives across Accessible Education, Better Healthcare and Inclusive Development
- Identifying and applying opportunities to extend contribution to SDGs across communities where we operate
- Stakeholder engagement and consultation
- Projects and campaigns to enhance group contribution to all SDGs where this impact matters most and where our expertise can work best
- Providing tailored training on sustainability, resource efficiency and renewable energy for underprivileged communities and groups



Key Targets 2020-2030	Status	2022 Performance
15 new community projects with a balanced contribution to all SDGs within geographic boundaries by 2023.	80%	Elsewedy Electric actively contributes to the community through projects related to sports and culture, talents development and accessible and inclusive education, community development projects and environmental projects.
All new developments have community-driven action plans by 2025.		Community Engagement plans are being developed for all Elsewedy Electric projects.

Achieved In Progress Not Started

## Value Generation

Elsewedy Electric is committed to making a positive impact on vulnerable groups and communities facing environmental and social challenges. The organization actively seeks to explore best practices and leverage its expertise to scale up positive change.

### Accessible Educational Facilities

Elsewedy Electric's value generation lies in a multitude of factors, including projects, collaborations, and empowerment initiatives aiming to young talents, fast-track their careers and contribute to the organization's continued success.

### Knowledge Hub Universities



Eng. Ahmed Elsewedy, President and CEO of Elsewedy Electric, emphasizes the significance of the New Administrative Capital as a pivotal development project in Egypt and acknowledges its great investment attractiveness.

By developing sustainable educational institutions and investing in infrastructure, Elsewedy Electric aims to maximize its social and community impact, aligning with the goals of Egypt Vision 2030.

The organization's commitment to the city extends beyond business opportunities, as evidenced by the establishment of the Knowledge Hub Universities, the capital investment reaches up to 7 EGP Mn and the hub covers 50 feddans and will have a capacity of 15,000 student.

The project is handled by Elsewedy Education and serves as a testament to Elsewedy Electric's dedication to bridging the gap between academia, business, and society.

**15,000** ▶ STUDENTS CAPACITY

**210K m<sup>2</sup>** ▶ HUB AREA

### Sports & Culture

Elsewedy Electric recognizes the importance of sports and culture in fostering a well-rounded development for its talent.

Through participation in sports and cultural events, the organization encourages a balanced and healthy lifestyle among its employees. By aiding the organization of sports tournaments, cultural festivals, and other related activities, Elsewedy Electric creates an inclusive and engaging environment that promotes well-being and enhances team spirit. These initiatives not only contribute to the personal growth of individuals but also foster a vibrant and cohesive work culture.

**As the skies of Qatar light up for the 22nd edition of the FIFA World Cup, Doha Cables celebrates supplying cables to the 8 FIFA World Cup Qatar 2022 stadiums**

Doha Cables, a joint venture between Elsewedy Electric and Aamal, has also played a vital role in the development of mega infrastructure projects such as Qatar Rail, Hamad International Airport, Hamad Port, Qetaifan Island, and Lusail City.

### Talents Development & Inclusive Education

Elsewedy Electric is committed to inclusive development, ensuring that opportunities for growth are accessible to all.

## High School Graduates

Elsewedy Electric held a joyous graduation celebration of its employees children, honoring the achievement of children with the highest grades in high school. The celebration was attended by our Group President and CEO, Eng. Ahmed Elsewedy along with other top management members, to emphasize on the strong connection and appreciation between Elsewedy Electric and its employees.

### Benha University Hackathon

Elsewedy Digital was proud to be partaking in Benha University's first nationwide Smart City Hackathon. Students across all Egyptian universities were participating in the hackathon which focused on new, practical, and innovative solutions related to smart cities through 10 different themes. Elsewedy Digital provided technical assistance and mentorship through our technical experts, in addition to special awards for the top achievers.

Eng. Khalid El Atabani, CTO of Elsewedy Technology, along with Eng. Mohamed Hataba, Technical Director Elsewedy Digital, talked to all participants in an interesting webinar named " Smart Cities – The Importance of Cost Benefits Aspects". And participated in the jury panel that was evaluating the participants' ideas and presented projects, to select the top teams to be awarded.

### Summer Internship

Elsewedy Electric has welcomed 73 students to their Summer Internship Program. For a comprehensive orientation, the program started with several onboarding visits to our factories to learn about our different lines of business and our upcoming growth plans. Students went through on-the-job & formal training across different business sectors hoping that this internship acts as a fruitful kick-off for their professional career.

### Graduate Development Program (GDP)

For decades, Elsewedy Electric has recognized the significance of education and development in fostering a strong economy, a competitive workforce, and organizational success. In line with this belief, the organization has continuously developed the Graduate Development Program (GDP), which aims to provide various development opportunities for young talent.

The GDP is a ground-breaking program designed to jump-start the careers of fresh graduates and early talents, enabling them to gain experience across

**73** ▶ STUDENTS JOINED THE SUMMER INTERNSHIP

**80** ▶ SPONSORED STUDENTS UNTIL GRADUATION

### Tamkeen Learning Program

Elsewedy Electric T&D launched the EET&D Tamkeen Learning Program for the second time, which focuses on inclusive and equitable quality education for various engineering disciplines.

The program includes theoretical and practical learning, with a project for trainees to work on. It is designed for Egyptian and foreign university students and 10 students with disabilities. The first project for the students was the construction of solar energy panels.

The program also sponsored 80 students' education until graduation and hired outstanding students and 10 people with disabilities.

The program provides gamified learning programs to motivate learners and is launched and developed on the vision and mission of providing inclusive and equitable quality education for all.

different functions in various businesses. The GDP is taking place worldwide and is open to graduates with up to two years of experience from all majors.

The selection process for the GDP is highly competitive, with over 10,000 applicants screened to select just 118 talented individuals.

### Attracting Talents:

To attract talented individuals, Elsewedy Electric has employed several strategies. The CEO initiated an organization-wide program, leading to the launch of the GDP. The program's wide scope enables Elsewedy Electric to tap into its internal pool of talent while also attracting young talents externally.

Participating in employment fairs and career summits, such as the German University in Cairo fair, Ain Shams University fair, and Egypt Career Summit, has provided the organization with opportunities to present the GDP and interact with promising individuals interested in joining the program. Under our slogan; A Flag to Inspire. Talent to Hire!

### Talent Development

Elsewedy Electric recognizes that talent development is a crucial aspect of fostering a competitive workforce. Through the GDP, the organization offers intensive training programs that equip participants with the necessary knowledge and skills to excel in their roles. Coaching sessions are also provided to support performance improvement, enabling talents to unleash their full potential.

Moreover, the program incorporates cross-functional job rotations, allowing participants to gain practical experience across different business functions.

### Support for Graduates

Elsewedy Electric celebrated the hiring of 18 fresh graduates into the Graduate Development Program, marking an important milestone. The event, attended by our CEO, senior executives and representatives from esteemed universities, highlighted the organization's commitment to nurturing early talents and their role in the development of Tanzania and the East African region.

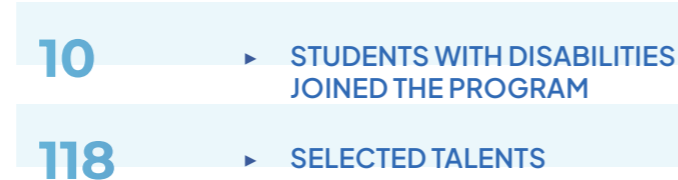
The GDP serves as a bridge between formal education and the workplace, offering graduates the opportunity to explore different business functions and develop a comprehensive understanding of the industry. By providing a structured and supportive environment, Elsewedy Electric aims to empower graduates to realize their potential and embark on successful professional careers.



Our global recruitment campaigns are spread for GDP, they take place in different countries. For instance, In Lebanon,

Elsewedy Electric presence was in the top 4 Lebanese Universities; Lebanese American University, American University in Beirut, Université Saint-Joseph de Beyrouth & Beirut Arab University.

This hands-on exposure enhances their understanding of the organization as a whole and cultivates a well-rounded skill set. Additionally, sharing experience sessions with well-exposed business leaders provide valuable insights and perspectives, further enriching the talent development journey.



### Université Française d'Égypte

Believing in our responsibility in providing learning and employment opportunities for new generations, and that young talents represent the future of our organization's development and growth, Elsewedy Electric has established a fruitful partnership with Université Française d'Égypte.

The importance of this partnership is in line with our expansion in Africa and Europe, as UFE is considered the biggest campus in Egypt that welcomes francophone students across different disciplines. This collaboration aims to create a pathway for promising students from the university by offering diverse avenues for career development.

The students will have access to valuable opportunities such as summer internships, assessment centers, career counseling sessions, scholarships for senior and sophomore year students, and full-time employment prospects through the Graduate Development Program (GDP).

#### Iskraemeco's Design Management Challenge

In the academic year 2021/2022, Iskraemeco started cooperating with students in the interdisciplinary study subject at the faculties: electrical engineering, ALUO, and economics. Students of all 3 faculties will work on the Iskraemeco challenge throughout the year according to the "design management" method and by the end of the year will present their entrepreneurial ideas for additional services, diversification of the Iskraemeco portfolio.

The solutions are aimed at solving global problems of decarbonization and optimizing energy and water use. We also intensively involved the city of Kranj in our cooperation. Iskraemeco actively engages with students and acknowledges the significance of knowledge sharing and practical experiences.

The organization frequently hosts visits from students, providing them with the opportunity to explore Iskraemeco's technology, strategy, and vision. Additionally, students are actively involved in various workshops, enabling them to actively participate and gain valuable insights.

### Engineering Syndicate

In light of the Engineers Syndicate's keenness to raise the scientific and professional level of engineers, Eng. Tariq Al-Nabrawi, Head of the Engineers' Syndicate, has welcomed Eng. Karem Mahmoud - Channel Business Development Director's offer submitted by Elsewedy Electric Group, under the direction of Eng. Ahmed Elsewedy- President and CEO, and Through this offer, he has agreed to cooperate and establish a training center that provides specialized training sessions for electrical division engineers, focusing specifically on fresh graduates.

In addition, Elsewedy Electric is supplying the center with the necessary samples and equipment to allow product training, the display will include a diverse range of products representing the vast portfolio at the training center, the products will include samples of Wires, Cables & Accessories, Smart Meters, Fiber Glass Poles, Transformers , and Busways.

The organization's efforts extended to holding employment fairs, to engage with engineers, provide career guidance sessions and serve as platforms for introducing the GDP and identifying potential calibers. Elsewedy Electric's ambition is to extend training and development opportunities to all syndicate branches across Egypt, actively supporting the country's young talents. Elsewedy Electric strives to create an environment where diverse perspectives and talents can thrive, leading to sustainable growth and success.



### Case Study: Hayah Karima Development Project

Elsewedy Electric has been providing a significant contribution to the first phase of the Hayah Karima development project, exemplifying the strong commitment to society and public strategic initiatives.

With a solid value of 5.67 billion EGP, Elsewedy Electric is providing integrated infrastructure solutions for this multi-phase national initiative endorsed by H.E. President Abdel Fattah Al-Sisi.

The Hayah Karima project aims to alleviate poverty and enhance the quality of life for the underprivileged by combining the efforts of over 20 ministries. Elsewedy Electric's involvement marks a turning point in our relationship with the government, further strengthening our presence in the public sector and contributing to local development.

#### Project Overview:

The Hayah Karima project encompasses various aspects, including infrastructure, social welfare, housing, medical facilities, and economic development. The target villages and slum areas are identified based on data collected by the Central Agency for Public Mobilization and Statistics (CAPMAS), with a specific focus on regions where poverty exceeds 70%. The project's first phase will address the electrical infrastructure of 51 areas, encompassing around 700 villages.

Under the supervision of the Ministry of Housing and the Military Engineering Authority, Elsewedy Electric's scope goes beyond supplying materials. We are responsible for the installation, testing, and commissioning of the medium voltage network for the entire project. Additionally, we provide essential supplies to other contractors working

- 800+** ▶ DIRECT AND INDIRECT MANPOWER WERE HIRED FOR THE PROJECT
- 200: 250** ▶ VILLAGES
- EGP 5.678Bn** ▶ SOLID VALUE

on the project, including LV and MV cables, wires, cable accessories, transformers, fiberglass poles, and overhead conductors.

#### Local Community Impact:

Elsewedy Electric is thrilled to be part of this transformative national initiative that aims to improve the lives of the underprivileged. The Hayah Karima project holds tremendous value for the local community, not only in terms of infrastructure development but also through its contribution to the local economy.

The project has already begun making strides in economic enhancement, as over 800 direct and indirect personnel have been employed. By supporting local suppliers and contractors, Elsewedy Electric ensures that the project remains a catalyst for social progress and economic empowerment.

### Collaboration with Government Entities:

The Hayah Karima project is implemented in collaboration with the Ministry of Housing, Utilities, and Urban Communities, as well as the Military Engineering Authority. This collaboration underscores Elsewedy Electric's successful track record with the government in executing strategic projects. Our portfolio with the Ministry of Housing, Utilities, and Urban Communities includes notable initiatives such as the Diplomatic District and GOV 2 district in the New Capital, the Saint Catherine electricity network, and the new faculty of medicine in the New City of Mansoura. These partnerships demonstrate our ongoing commitment to advancing national development goals and supporting the government's vision for a prosperous and inclusive society.

Elsewedy Electric's involvement in the Hayah Karima development project showcases our dedication to improving lives and driving sustainable development. This collaborative effort with the government underscores our commitment to strategic projects and initiatives, further solidifying our reputation as a trusted partner in advancing national development goals.

### Elsewedy Technical Academy <sup>12</sup>

Elsewedy Technical Academy (STA) has achieved remarkable success and progress in various areas. The number of graduates and enrollees continues to grow, with 266 students graduating in 2022, bringing the total number of graduates to over 1,000. Moreover, 885 new students have been enrolled for the academic year 2022/2023, resulting in a total of 1,857 students at STA.

In 2022, as a recognition of the student's efforts and partners' support to contribute to the development of technical education, Elsewedy Technical Academy (STA) celebrated the graduation of the Class of 2022 during a ceremony held in Pyramids Industrial (PI) Parks. The ceremony was held in the presence of Eng. Ahmed Elsewedy, President & CEO of Elsewedy Electric, During the ceremony, our partners awarded certificates to the top students in recognition of their academic efforts and achievements.

We're proud that we have exceptional students who won CERN Global Competition in Physics, spreading their knowledge, creativity and showcasing the effectiveness of STA's educational programs.

STA encourages girl's enrollment and give special consideration to gender diversity in all aspects. At least 20 – 30% of students are girls. Every year STA introduces new fields of specializations that welcomes girls and helps them find easier working opportunities such as Jewelry with Azza Fahmy Foundation and logistics with



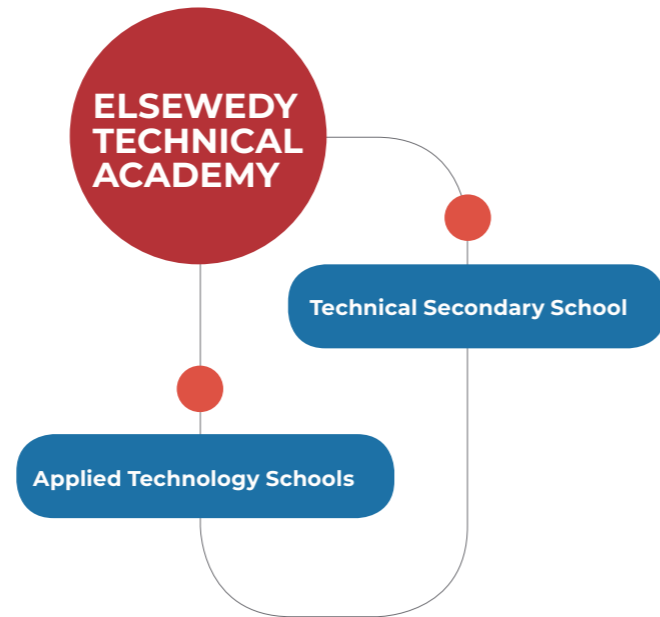
- 266** ▶ CLASS OF 20212 GRADUATES
- 885** ▶ ENROLLED STUDENTS IN 2022
- 20-30%** ▶ STUDENTS ARE GIRLS
- 22** ▶ STUDENTS THAT RANKED IN THE TOP 10 ACROSS EGYPT IN INDUSTRIAL & COMMERCIAL DUAL EDUCATION
- 1** ▶ STA STUDENT WON THE CERN GLOBAL COMPETITION IN PHYSICS

<sup>12</sup> Read more about STA on [Elsewedy Technical Academy's Website](#)

DB Schenker.

STA has made strides in promoting inclusivity in education through the launch of the first class of People with Disabilities (PwDs) in the field of Ready-made Garment. This initiative highlights STA's commitment to providing equal educational opportunities for all individuals.

STA operates under a dual education system that follows international standards. This system combines theoretical education at school with practical training at companies' premises. Students spend two days at school for theoretical education and basic lab training, while dedicating four days to practical training at companies. This approach equips students with the necessary knowledge, skills, and attitude to thrive in the challenging labor market.



### Education Systems

Elsewedy Technical Academy (STA) offers two distinct systems of education: the STA Technical Secondary School (TSS) and the Applied Technology Schools (ATS). These systems, although different in their target audience and educational approach, share a commitment to providing high-quality technical education.

The STA Technical Secondary School (TSS) is a private non-profit institution operating under the Egyptian Ministry of Education and Technical Education. It offers 3-year apprenticeship programs in collaboration with industrial partners. Students enrolled in TSS benefit from regulated study programs overseen by the Dual System unit of the Ministry. Upon completion of their studies, TSS students receive a 3-year Technical Diploma from the Egyptian Ministry of Education and Technical Education. Additionally, they obtain relevant certificates from STA's wide network of international academic and industrial partners. TSS caters to fresh graduates of the Preparatory School, typically

aged 14-15, from any governorate in Egypt. Besides, the Applied Technology Schools (ATS) provide either a 3-year technical secondary education degree or a 5-year technical intermediate associate degree. The ATS curriculum, educational approach, and assessment methods are designed in alignment with international quality standards. The objective of ATS is to develop competitive graduates who are internationally benchmarked, ready for the workforce, and capable of immediately contributing as productive employees.

ATS operates as a seamless work-based learning system, integrating high-quality academic education at schools with practical training in real working environments. Selected by the Ministry of Education and Technical Education (MoE&TE), public technical schools are included in the ATS system and offered as Public-Private Partnerships (PPP) with industry leaders. This ensures a comprehensive learning experience for students and prepares them to excel in their chosen fields.

### Teachers and Staff

To ensure the highest quality of education, STA selects supervisors based on strict criteria, including their training skills and technical experiences, we reached more than 250 employees with a high level of experience and skills. They undergo rigorous written and practical exams, as well as tests assessing their soft skills. STA emphasizes competency-based training supervision and provides continuous professional development programs for supervisors. These programs include trainings, technical workshops, on-the-job training, analysis of student and organization surveys, participation in research workshops and magazines, and support for professional learning communities. STA embraces interactive strategies to train supervisors, enabling them to impart the same methodology to their students during organization-based training. The academy also adopts modern learning approaches by leveraging a learning management system with virtual classes. This ensures continuity and consistency in both on-premises and remote learning. With state-of-the-art facilities such as computers, interactive smartboards, and specialized ICT workshops, STA creates an effective learning environment for students and teachers.



### Graduates Employment
















STA's Annual Employment Fair held at the school campus was a successful event that provided more than 500 job opportunities for graduates. The fair attracted the participation of over 15 companies and factories, which conducted interviews with our students. The companies that attended the fair included Kandil Steel, KAHRABA, Groupe Atlantic, Sprea Misr for Chemicals and Plastic, Misr Germany for Foods, ITALTICH, Cairopac, 6 October Investor's Association, EIPICO, Egyptian Swiss Group, Sumitomo Egypt, Elsewedy Infrastructure, Elsewedy Cables, Delta Plast, and Elsewedy Transformers.

Out of the interviewed students, a total of 197 graduates signed contracts with leading companies and factories. The distribution of graduates across different companies is as follows.

This employment fair resulted in job opportunities for 74% of the graduates, while the remaining 26% decided to continue their studies. The fair served as a valuable platform for connecting our students with prospective employers and fostering successful career transitions.

Organization Name	Number of Graduates
Suez Steel	44
DB Schenker	15
Sumitomo	45
Transformers	17
Cables	10
Egyplast	9
Iskraemeco	12
KAHRABA	4
Cairo Pac	5
Infrastructure	7
Sprea Misr	4
Other Companies	25

## STA Sponsorships

ORACLE Programming and Industrial application specialization			
	<b>Eduminds Consulting</b> support the practical training of enrolled STA students		<b>International Arab Optronics Company</b>
	<b>Egypt Healthcare Facilities Services</b>		<b>Next Academy</b>
Ready-Made Garments			
	<b>Abu Dhabi Commercial Bank</b> sponsor the 3 years' technical education of the first STA class of 21 students with disabilities		<b>Marie Louis Bishara</b> support the practical training of 21 students with disabilities
Metal Forming and welding			
	<b>Elsewedy Infrastructure</b> sponsors 16 students enrolled for 3 Years		
Railways Engineering			
	<b>Egyptian National Railways</b> support the practical training of STA students		
Logistics & Industrial Electronics			
	<b>L'Oréal</b> sponsors 9 students		
Cables Technology			
	<b>National Bank of Kuwait – Egypt</b> sponsors 32 students for 3 Years		
Printing and Binding			
	<b>Selah El-Telmeez</b> sponsors 16 students		
Industrial Electronics at Iskraemeco			
	<b>Banque Misr Foundation for Community Development</b> sponsor 32 students in the field for 3-years		
General Sponsors			
	<b>QNB-ALAHLI</b> sponsors STA "Electrical Lab" to support the Education of more than 500 students yearly.		<b>E-Bank</b> sponsors 66 students in different study fields
	<b>Al Ahli Bank of Kuwait – Egypt</b> provides apprenticeship opportunities for 32 students for 3 years		

## STA's Graduates Excellence

We're proud that 22 of our students were ranked among the Top 10 in both industrial & Commercial fields, 13 students are ranked the top 10 across Egypt in the Industrial Technical dual education (3 years) in the fields of Steel, sponsored by Suez Steel Co. and Plastic, sponsored by Egyplast. Also, 9 students ranked the top 9 among the Commercial Technical dual education (3 years) in the field of Logistics.

## Student Loan Program

As part of STA's continuous efforts to provide its students with program and benefits, a cooperation agreement was signed with Nasser National Bank to provide STA students with student loans to cover the tuition fees.

## STA Sponsorships

STA has signed an agreement with GASTEC at the EGYPS Forum. This agreement introduces a new field of specialization, "Gas Convention." As part of the agreement, GASTEC will sponsor the equipment of the workshop and one class of 24 students for the AY 2024/2025 in ATS school in Port Said governorate. To help provide more opportunities for students in need and as part of our corporate social responsibility efforts, STA signed agreements with various below partners that help provide sponsorship opportunities for students in different specializations and we're currently engaging more banks and corporations in aim of offering everyone access to our educational benefits.

## Partnerships and collaborations

Partnerships and collaborations are integral to STA's success. The academy collaborates with international academic partners to ensure the quality of education in its programs. Additionally, STA has established partnerships with prominent industrial partners, spanning a range of sectors. These partnerships enrich the educational experience by providing students with access to industry expertise and real-world settings. STA's commitment to maintaining high-quality education is evident through the renewal of its ISO 21001:2018 certification from TUV Nord Germany. This certification ensures that STA adheres to the highest standards of education and continuously



improves its educational management system and programs. The students have demonstrated their excellence in various fields. Collaboration and funding are vital aspects of STA's operations. The academy signed a cooperation agreement with ENI-IEOC & EGAS for the second phase of the ZOHR project, receiving a fund of 4.9 Mn dollars. This funding will be utilized to establish the first Center of Excellence in Port Said, further enhancing technical skills and employment opportunities in the area. Its components include an R&D unit for curricula development and job market needs, a new building with expanded labs, workshops, and classes, an expanded Advanced

Technical School (ATS) to accommodate 864 students, an expanded Technical Academy (TA) providing 400 training opportunities yearly, a QA Center to enhance HSE quality and capacity of 30 companies, a TVET Academy offering trainings for 100 TOT (MOETE), an Incubation Center to support 10 start-ups, and a Transition to Work Unit facilitating connections between graduates and companies.

Strategic agreements play a crucial role in STA's expansion and collaboration efforts. At COP'27, STA signed new strategic agreements for its new branch in SOKHNA 360°, strategically collaborating with Banque Misr Foundation & Suez Canal Economic Zone showcasing its commitment to growth and partnership.

Additionally, STA is successfully finalizing its Training for Employment program in collaboration with Sawiris Foundation and EGT Academy, providing training and job opportunities for 200 youths.

The programs also include HVAC DX and VRV training with the American University in Cairo (AUC), soft skills development with BMS, and MV-Pre-Molded Cable Joint Accessories training with PETROJET Co. Additionally, STA provides soft skills development training to individuals from Elsewedy Transformers and welding technology programs covering GMAW, SAW, and grinders to individuals from Elsewedy Infrastructure. These initiatives

contribute to the development of a highly skilled workforce ready to meet the demands of the job market.

STA is partnering with recognized and respectable local and international organizations, such as chamber of commerce industries, business association, industrial consortiums, business groups, and other relevant entities operating in the field, to achieve the ambitious target of serving 10,000 beneficiaries beneficiaries by 2025.

The following are list of our technical partners for training providence:

## First Certified School in the region



1	Elsewedy Cables	13	DP World	25	Selah El Telmeez
2	Egypt Gold	14	Mantrac	26	Legrand
3	EGYPLAST	15	L'Oreal	27	October Dry Port (ODP)
4	Elsewedy Sedco	16	Redcon	28	El-Abd for Electrical Appliances
5	Iskraemeco	17	EIPICO	29	Gastec
6	Elsewedy Electric for Electrical Products	18	Marie Louis Bishara (BTM)	30	Petrobel
7	Elsewedy T&D	19	Sabbour	31	UGDC
8	Elsewedy Infrastructure	20	Egypt Leap - Swift	32	Pharaonic Petroleum Organization
9	Elsewedy Digital	21	Edumind Consulting	33	Samco
10	Elsewedy PSP	22	Next Academy	34	Beshay Steel
11	Suez Steel Co.	23	Arab International Optronics Co.	35	Egypt Healthcare Facilities Services (EHFS)
12	DB Schenker	24	UIC		



## Students Further Development Opportunities

Elsewedy Technical Academy (STA) is committed to enhancing the quality of its services by continuously seeking opportunities to align its programs with international standards. The academy collaborates with local and international academic partners to expand its portfolio and cater to the demands of the market. Our current partnerships include:

- **AHK (German Arab Chamber of Commerce):** STA collaborates with AHK Egypt to align its technical education programs with German standards, provide local certificates of competencies, and offer training for teachers and in-organization trainers.
- **Oracle Academy International:** STA signed a cooperation agreement with Oracle to provide international curricula for software, build trainer capacity, and reduce international exam fees.
- **IBM:** STA signed a cooperation agreement with IBM Egypt to implement the P-TECH Model, offering specialized educational opportunities in fields such as Cybersecurity, Cloud Computing, and Artificial Intelligence.
- **The Egyptian German Technical Academy:** STA and the Egyptian German Technical Academy join forces to develop initiatives and programs in training and education, aiming to enhance the TVET system in Egypt and the region.
- **IARS/Cambridge University:** STA signed an agreement with IARS/Cambridge University to provide employability and capacity-building programs, enhancing English competencies for STA learners.
- **Huawei Technologies Co.:** STA became a member of the Huawei Partner community, enabling the academy to provide more ICT training programs and services to its students.
- **Cisco:** STA signed a memorandum of understanding with CISCO to offer specific training programs in ICT, focusing on computer networking and related courses.
- **Microsoft:** STA registered as a Microsoft non-profit partner, accessing customized offerings to provide more ICT training programs to its students.
- **Pearson:** STA partnered with Pearson as an English Language Certificate provider, focusing on technical English development for STA students.
- **Siemens:** STA signed an agreement with Siemens, receiving multiple certificates for technical English language development and practical on-site training opportunities from one of the leading companies in the energy sector.



### STA's New Branch in SADAT City (Egypt)

In collaboration with strategic partner "Housing & Development Bank," STA has opened its 3rd branch in a temporary building located in Silicon Waha at Sadat City. This branch currently hosts 156 students (boys and girls) across four different study fields. The permanent building is currently under construction and is scheduled to be completed by the Academic Year 2023/2024, accommodating a full capacity of 1,350 students (boys and girls).

### Future Prospects

In terms of social and community impact, Elsewedy Electric is committed to driving positive change within the communities it operates in. Looking ahead, the organization has set ambitious goals to further enhance its contributions to the Sustainable Development Goals (SDGs) and uplift local communities.

By 2023, Elsewedy Electric aims to initiate 15 new community projects, these projects will address various social, environmental, and economic aspects, aiming to create a meaningful and lasting impact on the communities.

In line with its commitment to community engagement as well, Elsewedy Electric has plans in place to ensure that all new developments have community-driven action plans by 2025. These action plans will incorporate the input and needs of the local communities, empowering them to actively participate in the development process and shape the projects to align with their aspirations and requirements. The organization is currently in the process of developing and providing community engagement plans for all Elsewedy projects.

Elsewedy Electric recognizes the importance of skills development and empowerment in building sustainable communities. As part of its future prospects, the organization aims to train 100,000 underprivileged individuals from local communities by 2030.

Through targeted training programs, these individuals will have the opportunity to acquire new skills and knowledge, enhancing their employability and socio-economic prospects.

While this initiative has not yet started, Elsewedy Electric is committed to launching and implementing it in the near future.

Looking ahead, STA aims to be a leading institution offering innovative technical and vocational education and training (TVET) following advanced international standards.



The academy's vision is to provide a high-quality education that meets international standards and fosters the development of a skilled workforce in Egypt and the region.

STA's mission is to provide innovative technical education and vocational training programs that focus on skills, competencies, and attitude development. To support its vision and mission, STA has implemented various strategies.

These include internationalization, open educational paths, reaching out to 10,000 beneficiaries (students and trainees) by 2025, and ensuring institutional financial sustainability.

STA's financial sustainability is ensured through a partial tuition fees model, offering various benefits to students, such as international certificates, school uniforms, transportation, meals, medical insurance, and scholarships funded up to 100%. STA also strives to strengthen partnerships with the public and private

# 11

## 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE KEY METRICS



Elsewedy Electric at a Glance	Unit	FY 2020	FY 2021	FY 2022
Revenue	Billion EGP	46.4	109	29.59
Net Income	Billion EGP	3	3,534	2.23
Workforce	Total Headcount	22,000	16,049	18,681
	Permanent	14,000	6,536	9,983
	Temporary	8,000	9,513	8,698
Total Workforce Cost	Billion EGP	3.84	4.45	1.72
Production Facilities	No.	22	31	31
Operations	No. of Countries	17	41	19
Exports	No. of Countries	110	110	110

### Governance and Economic Dimension

Board of Directors				
Elsewedy Electric at a Glance	Unit	FY 2020	FY 2021	FY 2022
Board Directors	Total No.	10	10	10
Women Board Directors	Total No.	2	2	2
Executives	Total No.	53	87	144
Women Executives	Total No.	3	21	13

Innovation Management				
	Unit	FY 2020	FY 2021	FY 2022
R&D Spending	Total Million USD	1	1.1	0.77 <sup>13</sup>
R&D Spending (%)	Total % of Total Revenue	0.03%	-	0.02%
Number of R&D Positions	Total No.	120	111	143

Supply Chain Management				
	Unit	FY 2020	FY 2021	FY 2022
Purchasing Volume (PVO)	Total Million EGP	26,300	23,316	40,600
% Spent on local suppliers	Percentage from total PVO %	-	-	20%

<sup>13</sup> The Exchange Rate is calculated as of December 2022, the EGP value is 18,975,440

Corruption, Breaches, and Audits					
		Unit	FY 2020	FY 2021	FY 2022
Bribery and Corruption Cases	Total	No. of Cases	0	0	0
Breaches	Total	No. of Cases	0	0	0
Corporate-level Full Scope Audits	Total	No. of Audits	4	-	9
Corporate-level Functional Audits	Total	No. of Audits	2	-	1

**Certificates** The below table presents the certification status by business site.

Elsewedy Electric at a Glance	FY 2020	FY 2021	FY 2022
ISO 50001:2018 Energy Management	EGYPLAST	2022-2025	<a href="#">Link</a>
	Elsewedy Electric LLC		
	Elsewedy Power Electrical Contracting LLC	2022-2025	<a href="#">Link</a>
	3W Networks FZE 3W Networks LLC 3W Networks FZCO Three W Networks LLC 3W Networks Three W Networks Arabia	2022-2025	<a href="#">Link</a>
	ECMEI	2022-2025	-
	Elsewedy Special Cables	2021-2024	-
	Iskrameco - Solvenia	2019-2025	-
	United Metals Organization (U.M.C)	2021-2024	<a href="#">Link</a>
	Iskrameco - Solvenia	2006-2024	-
	ISO 9001:2015 Quality Management Systems	Elsewedy Electric for Electrical Products	2022-2025
Elsewedy Electric for Infrastructure		2022-2025	<a href="#">Link</a>
EGYPLAST		2020-2023	-
ECMEI		2021-2024	-

Elsewedy Electric at a Glance	FY 2020	FY 2021	FY 2022
ISO 9001:2015 Quality Management Systems	Algeria Cables	2023-2026	-
	SEDCO	2017	-
	EGYTECH A1	2023-2026	-
	EGYTECH A3	2023-2026	-
	ESC	2022-2024	-
	UMC	2021-2024	-
	USW	2020-2023	-
	ICC	2022-2025	-
	Elsewedy Cables, Egytech Cables	2021-2024	<a href="#">Link</a>
	ELSEWEDY ELECTRIC for Electrical Products	2021-2024	<a href="#">Link</a>
ISO 14001:2015 Environmental Management System	Elsewedy Special Cables	2010	Renewed and valid as of the reporting year
	United Metals Organization (U.M.C)	2020-2023	<a href="#">Link</a>
	Algeria Cables	2023-2026	-
	Doha Cables	2021-2024	-
	KSA Cables	2022-2025	-
	GIAD Cables	2021-2024	-
	EGYPLAST	2017	Renewed and valid as of the reporting year
	EGYPLAST	2020-2023	-
	Transformers	2022-2025	-
	EGYTECH	2021-2024	-
ECMEI	2009	Renewed and valid as of the reporting year	
Electric KSA	TBC	-	
Pakistan Transformers	TBC	-	
Doha Cable	2021-2024	-	
Iskrameco - Solvenia	2007-2025	Renewed and valid as of the reporting year	

Elsewedy Electric at a Glance	FY 2020	FY 2021	FY 2022
ISO-IEC 17025:2017 General requirements for the competence of testing and calibration laboratories	Elsewedy Cables Laboratory (A3) Elsewedy Cables Organization	2020-2024	<a href="#">Link</a>
	Elsewedy Cables Laboratory (A1)	2020-2024	<a href="#">Link</a>
	Elsewedy Electric for Electrical Products Laboratories	2022-2025	<a href="#">Link</a>
	Elsewedy Electric for Electrical Products Organization		
	ECMEI	2020-2023	-
ISKRAMECO Egypt Testing Laboratory ISKRAMECO for Energy Measurement	2019-2023	<a href="#">Link</a>	
ISO 45001:2018 Occupational Health and Safety Management System	United Metals Organization (U.M.C)	2020-2023	<a href="#">Link</a>
	Elsewedy Electric for Infrastructure	2022-2025	<a href="#">Link</a>
	Elsewedy Electric for Electrical Products	2022-2024	<a href="#">Link</a>
	ISKRAMECO Egypt	2020-2023	-
	SEDCO	2017-2020	Renewed and valid as of the reporting year
	EGYPLAST	2017-2020	
	EGYPLAST	2020-2023	-
	Transformers	2022-2025	-
	EGYTECH	2023-2026	-
	EGYTECH A1	2023-2026	-
	EGYTECH A3	2023-2026	-
	ESC	2022-2025	-
	UMC	2020-2023	-
	USW	2020-2023	-
	ICC	2022-2025	-
	Algeria Cables	2023-2026	-
	KSA Cables	2022-2025	-
	GIAD Cables	2021-2024	-
	ECMEI	2018-2021	Renewed and valid as of the reporting year
Electric KSA	2022-2025	-	
Giad Cables	TBC	-	
Rowad	2021-2024	-	
Doha Cables	2021-2024	-	
Elsewedy Special Cables	2010	Renewed and valid as of the	
ISKRAMECO - Slovenia	2007-2025		

Elsewedy Electric at a Glance	FY 2020	FY 2021	FY 2022
<b>ISO 27001</b>			
Information Security Management System	Iskrameco - Solvenia	2016-2025	-

## Social Indicators

Over the years, Elsewedy Electric Employees have shown positive trends in various social indicators. The organization's scope has significantly expanded, with the number of subsidiaries increasing from 37 in 2020 and 2021, covering 13 countries, to 51 subsidiaries across 17 countries in 2022. Gender representation has also improved, with a rising percentage of female employees, indicating progress in diversity and inclusion efforts.

Elsewedy Electric Employees					
	Unit	FY 2020 <sup>15</sup>	FY 2021	FY 2022	
	<b>Total</b>	<b>No.</b>	<b>14,661</b>	<b>16,049</b>	<b>18,681</b>
<b>Employees</b>	Full-Time Employees		100%	100%	100%
	Permanent Employees		55%	41%	53%
<b>Breakdown by Gender</b>	Male		53%	93%	92%
	Female		7%	7%	8%
<b>Breakdown by Age</b>	Age under 30		21%	24%	29%
	Age 30-50		68%	68%	63%
	Age 30-50		11%	8%	8%
<b>Breakdown by Region</b>	Algeria	% of Total Employees	5%	4%	4%
	Egypt		75%	79%	79%
	Ethiopia		1%	1%	0.8%
	Greece		0.05%	0.05%	0.04%
	India		0.25%	0.3%	0.5%
	Indonesia		3%	3%	2%
	Saudi Arabia		2%	2%	2%
	Kuwait		0%	2%	0.4%
	Malaysia		0.06%	0.06%	0.1%
	Qatar		4%	3%	3%
	Slovenia		5%	4%	4%
	UAE		2%	2%	2%
	Zambia		1%	0.6%	0.6%
Kenya	0%	-	2%		
Pakistan	1%	-	0.7%		
Tanzania	0%	-	0.9%		

<sup>15</sup> We have restated prior year data (2020) as a result of changes in our data collection and calculation methodology

Elsewedy Electric Employees					
	Unit	FY 2020	FY 2021	FY 2022	
<b>Total</b>	<b>No.</b>	<b>14,661</b>	<b>16,049</b>	<b>18,681</b>	
<b>Disabled Employees</b>	Total	No.	226	420	1,405
	Women	% of Disabled Employees	25%	32%	24%
<b>The Ratio of Basic Salary and Remuneration of Women to Men</b>	Group Level	Women: Men	1:1	1:1	1:10.9

Employees in Management Position					
	Unit	FY 2020	FY 2021	FY 2022	
<b>Total</b>	<b>No.</b>	<b>817</b>	<b>87</b>	<b>2,542</b>	
<b>Women Employees</b>	Total	% of Total Management Positions	8%	24%	9%

New Hires					
	Unit	FY 2020	FY 2021	FY 2022	
<b>Total</b>	<b>No.</b>	<b>2,700</b>	<b>3,089</b>	<b>3,815</b>	
<b>New Hired Employees</b>	Female	% of Total New Hires	12%	10%	8%
	Disabled New Hires	No.	5	0	45
<b>Breakdown by Age</b>	Age under 30	% of Total New Hires	55%	59%	59%
	Age 30-50	% of Total New Hires	41%	46%	38%
	Age 30-50	% of Total New Hires	4 %	5%	3%
	Algeria	Total No.	-	22	52
<b>Breakdown by Region</b>	Egypt	Total No.	812	2,272	3,128
	Ethiopia	Total No.	-	8	6
	India	Total No.	-	28	59
	Indonesia	Total No.	-	9	22
	Kuwait	Total No.	1	9	15
	Malaysia	Total No.	-	3	19
	Pakistan	Total No.	-	-	6
	Qatar	Total No.	34	69	52
	Saudia Arabia	Total No.	47	31	57
	Slovenia	Total No.	-	45	107
	Sudan	Total No.	-	-	35
	Tanzania	Total No.	-	-	164
	United Arab Emirates	Total No.	51	130	89
	Zambia	Total No.	-	11	4
	Greece	Total No.	2	0	0

Employee Turnover					
	Unit	FY 2020 <sup>16</sup>	FY 2021	FY 2022	
<b>Total</b>	<b>No.</b>	<b>3,747</b>	<b>1,789</b>	<b>1,715</b>	
<b>Employees Turnover</b>	Female	% of Employee Turnover	6 %	10%	1%
	Disabled Turnover	No.	1	5	4
<b>Breakdown by Age</b>	Age under 30	% of Employee Turnover	23%	35%	3%
	Age 30-50	% of Employee Turnover	63%	56%	5%
	Age 30-50	% of Employee Turnover	14%	9%	1%
	Algeria	Total No.	-	51	29
<b>Breakdown by Region</b>	Egypt	Total No.	1,177	1,485	1,391
	Ethiopia	Total No.	-	16	7
	India	Total No.	-	4	9
	Indonesia	Total No.	23	0	11
	Kuwait	Total No.	8	8	1
	Malaysia	Total No.	-	0	5
	Pakistan	Total No.	-	-	1
	Qatar	Total No.	75	76	6
	Saudia Arabia	Total No.	26	26	31
	Slovenia	Total No.	-	68	23
	Sudan	Total No.	-	-	84
	Tanzania	Total No.	-	-	29
	United Arab Emirates	Total No.	66	50	49
	Zambia	Total No.	-	5	36
	Greece	Total No.	-	0	0

Training and Development					
	Unit	FY 2020 <sup>17</sup>	FY 2021	FY 2022	
<b>Total</b>	<b>Avg. hours/employee/yr.</b>	<b>46.4</b>	<b>8.36</b>	<b>44</b>	
<b>Employee Training and Development</b>	Female	Avg. hours/employee/yr.	49.7	10.87	47.3
	Male	Avg. hours/employee/yr.	43.2	5.8	40.7
	Entry Level	Avg. hours/employee/yr.	30.4	-	83.6
	Staff	Avg. hours/employee/yr.	127.2	-	65.8
	Management	Avg. hours/employee/yr.	312.3	-	17.8
	<b>Spend on Employee Training and Development</b>	Total	EGP	10,191,095	-
HSE Training		No. of Trainees	35	-	614
<b>Corporate Functional Training</b>	IT/Cybersecurity Training	No. of Trainees	4	-	96
	Other Training (compliance, technical, soft skills, etc.)	No. of Trainees	70	-	7,546

<sup>16</sup> We have restated prior year data (2020) as a result of changes in our data collection and calculation methodology

<sup>17</sup> We have restated prior year data (2020) as a result of changes in our data collection and calculation methodology

Parental Leave					
		Unit	FY 2020	FY 2021 <sup>18</sup>	FY 2022
Number of employees who are entitled to a maternity/ parental leave*	Employees	No	926	1,266	1,405
Number of employees who took maternity / parental leave during 2022	Employees	No.	9	12	11
Number of employees who return to work after maternity / parental leave ended.	Employees	No.	9	11	11

\*All female employees are entitled to a maternity leave of 3 months as per the national labor law.

Occupational Health and Safety					
		Unit	FY 2020	FY 2021	FY 2022
Work-Related Fatalities	Employees	No.	2	1	1
	Contractors	No.	3	3	1
Lost Time Injury Frequency Rate (LTIFR)	Employees & contractors	No. of injuries per 1,000,000 hours worked	0.29	1.0	0.8
Data Coverage	Operations/ Revenues	%	100%	100%	100%
Worksites Certified to ISO 45001:2018 or OHSAS 18001	% of total worksites	%	100%	100%	100%

## Environmental Indicators

Elsewedy Electric environmental organizational reporting boundaries included in this year's assessment in 2022 have been extended to encompass four additional factories namely Transformers Pakistan, Transformers Indonesia, Transformers Zambia, and SEDCO Petroleum. With the addition of these factories, our organizational boundaries now encompass a total of **22 factories** in the current reporting year (**2022**) from **18** only in 2021, and **7** in **2020**.

Furthermore, we have also broadened our operational boundaries to include additional activities within Scope 3. Specifically, we have included emissions coming from the procurement of raw materials and upstream transportation and distribution in our coverage. This expansion is a testament to our commitment to conduct a group wide GHG emissions assessment of all operations and subsidiaries by 2023.

GHG Emissions					
		Unit	FY 2020	FY 2021	FY 2022
<b>Scope 1 (Direct)</b>	Total (location-based)	mtCO <sub>2</sub> e	13,195	31,219	38,319
<b>Scope 2 (Indirect)</b>	Total (location-based)	mtCO <sub>2</sub> e	41,442	102,750	110,571
<b>Scope 1+2</b>	Total	mtCO <sub>2</sub> e	54,637	133,968	148,890
	Total	mtCO <sub>2</sub> e	29,885	78,901	2,405,502
	Purchased Goods & Services	mtCO <sub>2</sub> e	378	10,146	2,238,707
	Fuel and Energy-Related Activities	mtCO <sub>2</sub> e	5,083	5,258	7,058
<b>Scope 3 (Indirect)</b>	Waste Generated in Operations	mtCO <sub>2</sub> e	561	564	2,898
	Business Travel	mtCO <sub>2</sub> e	298	994	3,128
	Employee Commuting	mtCO <sub>2</sub> e	11,631	33,742	1,375
	Downstream Transportation	mtCO <sub>2</sub> e	11,934	28,198	46,001
	Upstream Transportation	mtCO <sub>2</sub> e	-	-	50,664

Energy					
		Unit	FY 2020	FY 2021	FY 2022
<b>Primary Energy Consumption</b>	Total	MWh	39,088	374,718	407,639
	Natural Gas	MWh	18,185	106,175	111,547
	Diesel	MWh	14,566	12,816	9,404
	LPG	MWh	-	-	106
	Diesel and Petrol Consumed by Owned Vehicles	MWh	6,337	9,766	28,157
<b>Secondary Energy Consumption</b>	Purchased Electricity	MWh	97,218	243,141	256,273
	Purchased Heat	MWh	-	2,820	2,153

Water and Effluents				
	Unit	FY 2020	FY 2021	FY 2022
<b>Total Municipal Water Withdrawals</b>	m <sup>3</sup>	566,880	881,762	994,715
<b>Total Wastewater Discharge</b>	m <sup>3</sup>	425,160	705,410	895,244
<b>Total Water Consumption (withdrawals-discharge)</b>	m <sup>3</sup>	141,720	176,350	99,471

Materials				
	Unit	FY 2020	FY 2021	FY 2022
<b>Total Paper Consumption</b>	Tons	62,92	51	66
<b>Total Packaging Material Consumption</b>	Tons	-	7,176	21,906
<b>Total Purchased Goods Consumption</b>	Tons	463.68	89	36 <sup>19</sup>
<b>Total Raw Materials</b>	Tons	-	-	583,217

Waste				
	Unit	FY 2020	FY 2021	FY 2022
<b>Total Non-hazardous Industrial Waste Generated</b>	Tons	14,620	60,519	68,031
<b>Total Waste Diverted through Recycling</b>	Tons	14,620	45,163	58,711
<b>Diversion Rate</b>	%	100%	75%	86%

<sup>18</sup> We have restated prior year data (2020-2021) as a result of changes in our data collection and calculation methodology

<sup>19</sup> This includes only the consumables weight

## Environmental and Social Indicators Reporting Coverage

### 2022 Social Indicators

Over the years, Elsewedy Electric Employees have shown positive trends in various social indicators. The organization's scope has significantly expanded, with the number of subsidiaries increasing from 37 in 2020 and 2021, covering 13 countries, to 51 subsidiaries across 17 countries in 2022. Gender representation has also improved, with a rising percentage of female employees, indicating progress in diversity and inclusion efforts.

	DEFINITION	SCOPE	UNITS	METHOD	SOURCE
Headcount	Total number of Full-Time Employees (FTE) as of 31st December 2022	FTEs across all business units and fully owned subsidiaries	Number (#)	Sum of employees across all business units and fully owned subsidiaries	Reported from HR database systems
Gender	Percentage of female employees among total headcount as of 31st December 2022	FTEs across all business units and fully owned subsidiaries	Percentage (%)	Number of employees for specified gender divided by total number of employees	Reported from HR database systems
Age	Percentage of employees belonging to specific age groups as of 31st December 2022	FTEs across all business units and fully owned subsidiaries	Percentage (%)	Number of employees for specified age group divided by total number of employees	Reported from HR database system
Geographic	Percentage of employees' nationalities split by geographical areas as of 31st December 2022	FTEs across all business units and fully owned subsidiaries	Percentage (%)	Number of employees for specified geographical areas divided by total number of employees	Reported from HR database systems
Disability	Representing the percentage of employees with disabilities among the total workforce as of 31st December 2022	FTEs across all business units and fully owned subsidiaries	Percentage (%)	Number of employees of disabilities divided by total number of employees	Reported from HR database systems
Management	Percentage of male or female employees across management as of 31st December 2022	FTEs across all business units and fully owned subsidiaries Percentage (%)	Percentage (%)	Number of employees for specified gender divided by total number of employees in specified management category	Reported from HR database systems
Gender Pay Ratio	Ratio of Average Annual salary cost between Males and Females	Ratio of Average Annual salary and cost between Males and Females	Ratio (Male: Female = 1:X)	Average total annual salary cost of all male employees to the average of total annual salary cost of all female employees	Reported from HR database systems

	DEFINITION	SCOPE	UNITS	METHOD	SOURCE
New Hires	Total number of Full-Time Employees (FTE) hired during 2022 by gender, geographical location, and age groups	FTEs across all business units and fully owned subsidiaries	Number (#)	Sum of employees hired during 2022 across businesses	Reported from HR database systems
Turnover	Percentage of employees (gender-wise) who left the organization during 2022 by gender, geographical location, and age	FTEs across all business units and fully owned subsidiaries. Transfers within Aldar Entities have not been considered as leavers	Percentage (%)	Number of employees who left the organization by gender and by age groups divided by total number of FTEs	Reported from HR database systems
Total Training Hours	Total hours of formal training imparted by the organization to employees by gender and employment level	FTEs across all business units and fully owned subsidiaries	Hours	Sum of all training hours, where one hour represents one hour of time spent by an employee during a training session	Reported from HR database systems
Average Training Hours Per Employee	Average hours of formal training imparted by the organization to each employee	FTEs across all business units and fully owned subsidiaries	Hours	Total hours of formal training imparted by the organization divided by the total number of employees at the organization as of 31st December 2021	Reported from HR database systems
Health and Safety trainings	Number of Trainees	FTEs across all business units and fully owned subsidiaries	Number (#)	Sum of employees who received HSE training	Reported from HR database systems
Parental Leave	Number of employees who availed the parental leave benefit during the reporting period	FTEs across all business units and fully owned subsidiaries	Number (#)	Sum of employees who availed parental leave during the reporting year	Reported from HR database systems
Parental Leave – Retention Rate	Percentage of employees who availed parental leave benefit and returned to work after completing the stipulated leave period	FTEs across all business units and fully owned subsidiaries	Number (#)	Number of employees who returned to work after the parental leave ended	Reported from HR database systems
Lost Time Injury Frequency Rate (LTIFR)	Rate of Lost Time Injuries (LTI) every 1-million-man hours	FTEs across all business units and fully owned subsidiaries	Percentage (%)	Number of LTI divided by total number of man-hours worked multiplied by 1 million man-hours	Calculated: Rate of Lost Time Injuries (LTI) every 1-million-man hours
Work-Related Fatalities	Number of employees who suffered work-related fatalities	Work-Related Fatalities	Number (#)	Sum of employees	Reported from HR database systems



### 2022 Environmental Indicators

The following data covers consumption and emissions data by 22 out of 31 of Elsewedy Electric's owned and operated manufacturing facilities, for the period from January 1st, 2022, to 31st December 2022. The facilities not included in scope in this assessment are being engaged to collect the data needed for the upcoming reporting year. Elsewedy Electric is working on establishing a group wide ESG data management system to allow for encompassing 100% of the organizational physical boundaries by 2023.

DISCLOSURE	DEFINITION	SCOPE	UNITS	METHOD
Purchased electricity	Grid electricity purchased and used across facilities owned and operated by the organization.	Purchased utility electricity across all 22 facilities.	MWh	Data was collected using utility bills and/or monthly meter readings.
Purchased heat	Purchased heat used across facilities owned and operated by the organization.	Purchased heating at Iskraemeco's manufacturing facility in Slovenia. All other 21 facilities do not purchase heat for operations.	MWh	Data was collected using utility bills and/or monthly meter readings.

DISCLOSURE	DEFINITION	SCOPE	UNITS	METHOD
Fuels	Includes fuel consumed within the organization (onsite) such as diesel, natural gas, LPG, and fuel consumed by owned passengers and delivery vehicles.	Fuel Consumption across all 22 facilities.	MWh	Natural gas data was collected using utility bills and/or monthly meter readings, while other fuels data was collected from maintenance reports or internal recording systems
Water	Water consumption across facilities owned and operated by the organization.	Water Consumption across all 22 facilities.	m <sup>3</sup>	Data was collected using utility bills and/or monthly meter readings.
Waste	Industrial solid waste generated across facilities owned and operated by the organization.	Industrial Solid Waste across all 22 facilities.	Tons	Data was collected from waste contractor logs/bills.
Materials	Consumption of raw materials used to manufacture the organization's products, or other materials used such as packaging materials, office supplies, other consumables.	Raw materials, packaging materials, and consumables consumption across all 22 facilities.	Tons	Data was collected from the procurement department's databases.
Scope 1 emissions (direct)	Direct GHG emissions from sources owned or controlled by the organization, such as fuel combustion and fugitive emissions.	Includes emissions associated with fuel combustion and fugitive emissions from all 22 facilities.	mtCO <sub>2</sub> e	Energy/fuel related emissions were calculated using emission factors from EPA / DEFRA's databases. the latest GWP as per the IPCC's 6th assessment report.
Scope 2 emissions (indirect)	Indirect GHG emissions from the generation of energy purchased by the organization, including purchased electricity and heating.	Includes emissions associated with purchased electricity and heating emissions from all 22 facilities.	mtCO <sub>2</sub> e	Emissions were calculated using Location-based method. Emission factors per country of operation was used using Country specific emission factors, which were retrieved from the European Investment Bank (EIB) and European Environment Agency (EEA)
Scope 3 emissions (other indirect)	Indirect GHG emissions not included in Scope 2, from sources that are not owned or controlled by the organization such as those associated with purchased goods and services, waste disposal, and leased transportation and distribution.	Includes emissions associated with purchased goods and services, waste disposal, and leased transportation and distribution from all 22 facilities.	mtCO <sub>2</sub> e	Emissions were calculated using emission factors from EPA / DEFRA's databases.



# 12 ESG REPORTING FRAMEWORKS



## GRI Content Index

<b>Statement of use</b>	Elsewedy Electric has reported in accordance with the GRI Standards for the period from January 1st, 2022, to December 31st, 2022.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard</b>	Not applicable.

Material Topics	Sub Topics	GRI Topics
<b>Governance &amp; Economy</b>		
<b>Corporate Citizenship</b>	→ Business Ethics → Corporate Governance → Risk Management	→ Anti-corruption 2016 (205) → Anti-competitive Behavior (206)
<b>Sustainable Business Model</b>	→ Financial Implications of Climate Change → Product Design and Life Cycle Management → Product Quality and Safety → Material Sourcing and Efficiency	→ Economic Performance 2016 (201) → Supplier Environmental Assessment 2016 (308) → Supplier Social Assessment 2016 (414) → Marketing and Labeling 2016 (417)
<b>ESG Integration</b>	→ -	→ -
<b>Partnerships for Change</b>	→ -	→ -
<b>Technology &amp; Innovation</b>		
<b>Digitalization with purpose</b>	→ Digital Revolution → Data Privacy	→ Customer Privacy 2016 (418)
<b>Smart Technology</b>	→ Consumer-Centric Accessible Technology	→ Customer Health and Safety 2016 (416)
<b>Responsible Innovation</b>	→ -	→ -
<b>Planet &amp; Resources</b>		
<b>Climate and Water Action</b>	→ Energy Management and Renewable Energy → Water Management and Efficiency → Group and Product CFP → Environmental Certification	→ Energy 2016 (302) → Water and Effluents 2018 (303) → Emissions 2016 (305)
<b>Safe Materials and Chemicals</b>	→ -	→ Materials 2016 (301)
<b>Circular Economy</b>	→ Waste and Hazardous Waste Management and Recycling → Sustainable Packaging	→ Waste 2020 (306)
<b>Protecting Ecosystems and Biodiversity</b>	→ Biodiversity Protection → Supply Chain Environmental Impacts	→ Biodiversity 2016 (304)
<b>People &amp; Communities</b>		
<b>Well-being, Health and Safety</b>	→ -	→ Occupational Health and Safety 2018 (403)
<b>Employee Development</b>	→ -	→ Employment 2016 (401) → Training and Education 2016 (404)
<b>Diversity and Inclusion</b>	→ -	→ Diversity and Equal Opportunity 2016 (405)
<b>Human and Labor Rights</b>	→ -	→ Non-discrimination 2016 (406) → Child Labor 2016 (408) → Forced or Compulsory Labor 2016 (409)
<b>Social and Community Impact</b>	→ -	→ Local Communities 2016 (413)

Disclosure Number	Disclosure Title	Reference	Omission			GRI Sector Standard Ref. No.	WEF	SDG Mapping
			Requirement(s) Omitted	Reason	Explanation			
<b>GRI 2: General Disclosures 2021</b>								
<b>The organization and its reporting practices</b>								
2-1	Organizational details	a. Elsewedy Electric Group Preview b. Shareholders c. Corporate Citizenship d. Markets and Sectors e. Sustainable Business Model						
2-2	Entities included in the organization's sustainability reporting	About this report (page 7)						
2-3	Reporting period, frequency and contact point	About this report (page 7)						
2-4	Restatement of information	Previous Sustainability Report (page 7)						
2-5	External assurance	Limited Assurance Statement (page 206)						
<b>Activities and workers</b>								
2-6	Activities, value chain and other business relationships	Business Lines (page 25) Partnerships for Change (page 62)						
2-7	Employees	Diversity & Inclusion (page 127)						SDG 8.5, 10.3
2-8	Workers who are not employees	Diversity & Inclusion (page 127)						SDG 8.5
<b>Governance</b>								
2-9	Governance structure and composition	Corporate Citizenship (page 46)					Governance body composition	SDG 5.5, 16.7
2-10	Nomination and selection of the highest governance body	Corporate Citizenship (page 46)						SDG 5.5, 16.7
2-11	Chair of the highest governance body	Board Structure (page 47)						SDG 16.6
2-12	Role of the highest governance body in overseeing the management of impacts	Refer to Elsewedy Electric Group's <a href="#">Environmental Policy</a> , <a href="#">Climate Policy</a> , <a href="#">Water Policy</a>						SDG 16.7
2-13	Delegation of responsibility for managing impacts	Refer to Elsewedy Electric Group's <a href="#">Environmental Policy</a> , <a href="#">Climate Policy</a> , <a href="#">Water Policy</a>						
2-14	Role of the highest governance body in sustainability reporting	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>						
2-15	Conflicts of interest	Elsewedy Electric has a Conflict-of-interest policy that is available since 2018.						SDG 16.6
2-16	Communication of critical concerns	Wellbeing, Health and Safety (page 112)						
2-17	Collective knowledge of the highest governance body	Board committees (page 48)						
2-18	Evaluation of the performance of the highest governance body	Board composition (page 47)						
2-19	Remuneration policies	Compensation & Remuneration Committee (page 48)						
2-20	Process to determine remuneration	Compensation & Remuneration Committee (page 48)						SDG 16.7
2-21	Annual total compensation ratio	The ratio of basic salary and remuneration of the highest paid individual to the average annual total compensation for all employees is 0.05%, while the ratio of the percent increase in annual total compensation of the highest paid individual to the average annual total compensation for all employees is 156%.						

Disclosure Number	Disclosure Title	Reference	Omission			GRI Sector Standard Ref. No.	WEF	SDG Mapping
			Requirement(s) Omitted	Reason	Explanation			
<b>GRI 2: General Disclosures 2021</b>								
<b>Strategy, Policy and Practices</b>								
2-22	Statement on sustainable development strategy	CEO & President Letter (page 9)						
2-23	Policy commitments	Code of Conduct (page 51), 2022 Policies Updates (page 50), Diversity & Inclusion (page 127)						
2-24	Embedding policy commitments	Each policy has within it a section describing all impacted personnel, roles & responsibilities for the policy application and how the policy will be monitored and embedded. Each policy change or new policy introduction is accompanied by the necessary training and capacity building for all involved parties and concerned staff.						SDG 8.5, 10.3
2-25	Processes to remediate negative impacts	<a href="#">Esewedy Electric's Sustainability Strategy, Stakeholders</a> (page 40), <a href="#">Strategy and Progress Towards Updates</a> (page 40)					Risk and opportunity oversight	
2-26	Mechanisms for seeking advice and raising concerns	Grievances (page 130)						
2-27	Compliance with laws and regulations	Audit, Risk & Compliance Committee (page 48)						SDG 8.5, 10.3
2-28	Membership associations	Esewedy Electric is a <a href="#">GRI Community Member</a> , <a href="#">UNGC participant</a> , a member in the <a href="#">Alliance for Industry Decarbonization</a> , and a member in the American Chamber of Commerce in Egypt.						SDG 8.5
<b>Stakeholder Engagement</b>								
2-29	Approach to stakeholder engagement	Stakeholders (page 37)					Governance body composition	SDG 5.5, 16.7
2-30	Collective bargaining agreements	There are no collective bargaining agreements in Esewedy Electric. However, grievances or any type of feedback are encouraged through the Whistleblowing portal (Speak Up)						SDG 5.5, 16.7
<b>GRI 3: Material Topics 2021</b>								
3-1	Process to determine material topics	2022 ESG Strategy Progress and Materiality Update (page 40)						SDG 16.7
3-2	List of material topics	2022 ESG Strategy Progress and Materiality Update (page 40)						
<b>Governance &amp; Economy Topics</b>								
<b>Corporate Citizenship</b>								
<b>GRI 205: Anti-corruption 2016</b>								
3-3	Management of material topic	Refer to <a href="#">Esewedy Electric's 2018-2019 Sustainability Report</a>						
205-1	Operations assessed for risks related to corruption	Code of Conduct (page 51) <a href="#">Anti-bribery and corruption</a> (page 52) <a href="#">Anti-corruption &amp; Anti money laundering policy</a>	a.		Information Unavailable While Esewedy Electric conducts a comprehensive risk assessment regarding corruption, it has not yet collected data on the percentage of operations accessed for risks related to corruption. This requirement will be integrated into Esewedy Electric's data management system and considered in the future reporting cycle.			SDG 16.5 UNGC 10

Disclosure Number	Disclosure Title	Reference	Omission			GRI Sector Standard Ref. No.	WEF	SDG Mapping
			Requirement(s) Omitted	Reason	Explanation			
<b>Governance &amp; Economy Topics</b>								
<b>Corporate Citizenship</b>								
<b>GRI 205: Anti-corruption 2016</b>								
205-2	Communication and training about anti-corruption policies and procedures	2022 Policies Updates (page 50)						SDG 16.5 UNGC 10
205-3	Confirmed incidents of corruption and actions taken	Anti-bribery and corruption (page 52)				Ethical behavior		SDG 16.5 UNGC 10
<b>GRI 206 Anti-competitive Behavior 2016</b>								
3-3	Management of material topic	<a href="#">Refer to Elsewedy Electric's 2018-2019 Sustainability Report</a>						
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices				Information Unavailable These requirements will be integrated into Elsewedy Electric's data management system and considered in the future reporting cycle			SDG 16.3
<b>Sustainable Business Model</b>								
<b>GRI 201: Economic Performance 2016</b>								
3-3	Management of material topic	Financial Performance (page 28)						
201-1	Direct economic value generated and distributed	Financial Performance (page 28)				Employment and wealth generation: Economic contribution		SDG 8.1, 8.2, 9.1, 9.4, 9.5,
201-2	Financial implications and other risks and opportunities due to climate change	Strategy and Progress Towards Updates (page 40)						SDG 13.1
<b>GRI 308: Supplier Environmental Assessment 2016</b>								
3-3	Management of material topic	<a href="#">Refer to Elsewedy Electric's Environmental Policy</a>						
308-1	New suppliers that were screened using environmental criteria	Code of Conduct (page 51) Sustainable Business Model (page 54) Sustainable Supply Chain (page 56)	a.		Information Unavailable Only Iskraemeco - Slovenia started to take steps towards assessing its suppliers' social and environmental performance. Elsewedy Electric as a group will be working on generalizing this concept in all of its subsidiaries.			
<b>GRI 414: Supplier Social Assessment 2016</b>								
3-3	Management of material topic	Sustainable Supply Chain (page 56)						
414-1	New suppliers that were screened using social criteria	Code of Conduct (page 51) Sustainable Business Model (page 54) Sustainable Supply Chain (page 56)	a.		Information Unavailable Only Iskraemeco - Slovenia started to take steps towards assessing its suppliers' social and environmental performance. Elsewedy Electric as a group will be working on generalizing this concept in all of its subsidiaries.			SDG 5.2, 8.8, 16.1 UNGC 1, 2, 3, 4, 5, 6
308-2	Negative environmental impacts in the supply chain and actions taken		a., b., c., d., e.					

Disclosure Number	Disclosure Title	Reference	Omission			GRI Sector Standard Ref. No.	WEF	SDG Mapping
			Requirement(s) Omitted	Reason	Explanation			
<b>GRI 417: Marketing and Labeling 2016</b>								
3-3	Management of material topic	Stakeholders (page 37)						
417-1	Requirements for product and service information and labeling	Quality Management (page 55)						SDG 12.8
417-2	Incidents of non-compliance concerning product and service		a., b.	<b>Confidentiality constraints</b> Elsewedy Electric is considering this as confidential information.				SDG 16.3
417-3	Incidents of non-compliance concerning marketing communications		a., b.					SDG 16.3
<b>Technology &amp; Innovation</b>								
<b>Digitalization with purpose</b>								
<b>GRI 418: Customer Privacy 2016</b>								
3-3	Management of material topic	Digital Development (page 73)						
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		a., b.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				SDG 16.3, 16.10 UNGC 2
<b>Smart Technology</b>								
<b>GRI 416: Customer Health and Safety 2016</b>								
3-3	Management of material topic	Sustainable Business Model (page 54)						
416-1	Assessment of the health and safety impacts of product and service categories	Managing Health and Safety at the Workplace (page 113)	a.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Wellbeing, Health, and Safety (page 112)	a., b.					SDG 16.3
<b>Planet &amp; Resources</b>								
<b>Climate and Water Action</b>								
<b>GRI 302: Energy 2016</b>								
3-3	Management of material topic	Energy Management (page 94), Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> and <a href="#">Climate Policy</a>						
302-1	Energy consumption within the organization	2022 GHG Assessment Results (page 95)						SDG 7.2, 7.3, 8.4, 12.2, 13.1
302-2	Energy consumption outside of the organization		a., b., c.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				SDG 7.2, 7.3, 8.4, 12.2, 13.1
302-3	Energy intensity							SDG 7.3, 8.4, 12.2, 13.1
302-4	Reduction of energy consumption	Energy Management (page 94)	a., b., c., d.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				SDG 7.3, 8.4, 12.2, 13.1
302-5	Reductions in energy requirements of products and services	Energy Management (page 94)	a., b., c.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				SDG 7.3, 8.4, 12.2, 13.1

Disclosure Number	Disclosure Title	Reference	Omission			GRI Sector Standard Ref. No.	WEF	SDG Mapping
			Requirement(s) Omitted	Reason	Explanation			
<b>GRI 303: Water and Effluents 2018</b>								
3-3	Management of material topic	Climate and Water Action (page 90)						
303-1	Interactions with water as a shared resource	Climate and Water Action (page 90)						SDG 6.3, 6.4, 6.A, 6.B, 12.4
303-2	Management of water discharge-related impacts	Case Study: Al Hammam Pumping Station 4: Revolutionizing Agricultural Wastewater Treatment (Page 107)						SDG 6.3
303-3	Water withdrawal	Climate and Water Action (page 90)						SDG 6.4
303-4	Water discharge	See <a href="#">CDP Water Security Results</a> , Water discharge is assumed to be 80% of the total water withdrawn						SDG 6.3
303-5	Water consumption	See <a href="#">CDP Water Security Results</a> , Water consumption is assumed to be 20% of the total water withdrawn						SDG 6.4
<b>GRI 305: Emissions 2016</b>								
3-3	Management of material topic	2022 GHG Assessment Results (page 95) Refer to Elsewedy Electric's <a href="#">Climate Policy</a>						SDG 16.3, 16.10 UNGC 2
305-1	Direct (Scope 1) GHG emissions	2022 GHG Assessment Results (page 95)						SDG 3.9, 12.4, 13.1, 14.3, 15.2
305-2	Energy indirect (Scope 2) GHG emissions	2022 GHG Assessment Results (page 95)						SDG 3.9, 12.4, 13.1, 14.3, 15.2
305-3	Other indirect (Scope 3) GHG emissions	2022 GHG Assessment Results (page 95)						SDG 3.9, 12.4, 13.1, 14.3, 15.2
305-4	GHG emissions intensity	2022 GHG Assessment Results (page 95)						SDG 13.1, 14.3, 15.2
305-5	Reduction of GHG emissions	2022 GHG Assessment Results (page 95)						SDG 13.1, 14.3, 15.2
305-6	Emissions of ozone-depleting substances (ODS)		a., b., c., d.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				SDG 3.9, 12.4
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		a., b., c.					SDG 3.9, 12.4, 14.3, 15.2
<b>Safe Materials and Chemicals</b>								
<b>GRI 301: Materials 2016</b>								
3-3	Management of material topic		a.					
301-1	Materials used by weight or volume		a.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				SDG 8.4, 12.2
301-2	Recycled input materials used		a.					SDG 8.4, 12.2, 12.5
301-3	Reclaimed products and their packaging materials		a., b.					SDG 8.4, 12.2, 12.5
<b>Circular Economy</b>								
<b>GRI 306: Waste 2020</b>								
3-3	Management of material topic	Circular Economy (page 105), Refer to <a href="#">Elsewedy Electric's Environmental Policy</a>						
306-1	Waste generation and significant waste-related impacts	Circular Economy (page 105)						SDG 3.9, 6.3, 6.6, 11.6, 12.4, 12.5
306-2	Management of significant waste-related impacts	Circular Economy (page 105)						SDG 3.9, 6.3, 8.4, 11.6, 12.4, 12.5

Disclosure Number	Disclosure Title	Reference	Omission			GRI Sector Standard Ref. No.	WEF	SDG Mapping
			Requirement(s) Omitted	Reason	Explanation			
<b>Circular Economy</b>								
GRI 306: Waste 2020								
306-3	Waste generated	Circular Economy (page 105)						SDG 3.9, 6.6, 11.6, 12.5, 12.4, 15.1
306-4	Waste diverted from disposal	Circular Economy (page 105)						SDG 3.9, 11.6, 12.4, 12.5
306-5	Waste directed to disposal	Circular Economy (page 105)						SDG 3.9, 6.6, 11.6, 12.4, 12.5, 15.1
303-4	Water discharge	See CDP Water Security Results, Water discharge is assumed to be 80% of the total water withdrawn						SDG 6.3
303-5	Water consumption	See CDP Water Security Results, Water consumption is assumed to be 20% of the total water withdrawn						SDG 6.4
<b>Protecting Ecosystems and Biodiversity</b>								
GRI 304: Biodiversity 2016								
3-3	Management of material topic	Protecting Ecosystem and Biodiversity (page 101)						
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		a.					SDG 6.6, 14.2, 15.1, 15.5
304-2	Significant impacts of activities, products, and services on biodiversity		a., b.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				SDG 6.6, 14.2, 15.1, 15.5
304-3	Habitats protected or restored		a., b., c., d.					SDG 6.6, 14.2, 15.1, 15.5
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		a.					SDG 6.6, 14.2, 15.1, 15.5
<b>People &amp; Communities</b>								
<b>Well-being, Health and Safety</b>								
GRI 403: Occupational Health and Safety 2018								
3-3	Management of material topic	Wellbeing, Health and Safety (page 112)						
403-1	Occupational health and safety management system	Wellbeing, Health, and Safety (page 112)						SDG 3.3, 3.4, 3.9, 8.8, 16.1
403-2	Hazard identification, risk assessment, and incident investigation	Wellbeing, Health, and Safety (page 112)						SDG 8.8
403-3	Occupational health services	Wellbeing, Health, and Safety (page 112)						SDG 8.8
403-4	Worker participation, consultation, and communication on		a., b.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				SDG 8.8, 16.7

Disclosure Number	Disclosure Title	Reference	Omission			GRI Sector Standard Ref. No.	WEF	SDG Mapping
			Requirement(s) Omitted	Reason	Explanation			
<b>People &amp; Communities</b>								
<b>Well-being, Health and Safety</b>								
GRI 403: Occupational Health and Safety 2018								
403-5	Worker training on occupational health and safety	Wellbeing, Health, and Safety (page 112)						SDG 8.8
403-6	Promotion of worker health	Wellbeing, Health, and Safety (page 112)					Health and well-being	SDG 3.3, 3.5, 3.7, 3.8
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Wellbeing, Health, and Safety (page 112)						SDG 8.8
403-8	Workers covered by an occupational health and safety management system	Wellbeing, Health, and Safety (page 112)						SDG 8.8
403-9	Work-related injuries	Wellbeing, Health, and Safety (page 112)					Health and well-being	SDG 3.6, 3.9, 8.8, 16.1
403-10	Work-related ill health	Wellbeing, Health, and Safety (page 112)						SDG 3.3, 3.4, 3.9, 8.8, 16.1
<b>Employee Development</b>								
GRI 401: Employment 2016								
3-3	Management of material topic	Employee Development (page 123)						
401-1	New employee hires and employee turnover	Employee Development (page 123)						5.1, 8.5, 8.6, 10.3
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Employee Development (page 123)						3.2, 5.4, 8.5
401-2	Parental leave	Employee Development (page 123)						5.1, 5.4, 8.5
GRI 404: Training and Education 2016								
3-3	Management of material topic	Employee Development (page 123)						
404-1	Average hours of training per year per employee	Employee Development (page 123)					Skills for the future	SDG 4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development (page 123)						SDG 8.2, 8.5
404-3	Percentage of employees receiving regular performance and career development reviews		a.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.				SDG 5.1, 8.5, 10.3
<b>Diversity and Inclusion</b>								
GRI 405: Diversity and Equal Opportunity 2016								
3-3	Management of material topic	Diversity and Inclusion (page 127)						
405-1	Diversity of governance bodies and employees	Board Structure (page 48)						SDG 5.1, 5.5, 8.5
405-2	Ratio of basic salary and remuneration of women to men		a., b.	<b>Confidentiality Constraints</b> The required data is considered confidential by Elsewedy Electric				SDG 5.1, 8.5, 10.3 UNGC 6



Disclosure Number	Disclosure Title	Reference	Omission			GRI Sector Standard Ref. No.	WEF	SDG Mapping
			Requirement(s) Omitted	Reason	Explanation			
<b>Human and Labor Rights</b>								
<b>GRI 406: Non-discrimination 2016</b>								
3-3	Management of material topic	Elsewedy Cables has a Non-discrimination & Anti-Harassment Policy that is effective from Sep 2021. This policy prohibits all kinds of discrimination and harassment activities within all Elsewedy Cables companies.						
406-1	Incidents of discrimination and corrective actions taken		a., b.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.		Health and well-being	SDG 5.1, 8.8	
<b>GRI 408: Child Labor 2016</b>								
3-3	Management of material topic	Elsewedy Electric has a procedure for prohibiting child labor that is effective since Sep 2020. Children under 18 years are not allowed to work for Elsewedy Electric						
408-1	Operations and suppliers at significant risk for incidents of child labor		a., b., c.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.			SDG 5.2, 8.7, 16.2	
<b>GRI 409: Forced or Compulsory Labor 2016</b>								
3-3	Management of material topic	Elsewedy Cables has a child labor and forced labor policy that is available since Dec 2021. The policy states that Elsewedy Cables prohibits any forced labor, imprisonment, contract labor, servitude, or trafficking. Employment of workers is under employment contracts that fully comply with all relevant legal requirements and do not impose any form of coercion as stipulated by local and international laws and the organization's code of conduct in all locations the job.						
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		a., b.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.			SDG 5.2, 8.7	
<b>Social and Community Impact</b>								
<b>GRI 413: Local Communities 2016</b>								
3-3	Management of material topic	Social and Community Impact (page 131)						
413-1	Operations with local community engagement, impact assessments, and development programs	Social and Community Impact (page 131)						
413-2	Operations with significant actual and potential negative impacts on local communities		a.	<b>Information Unavailable</b> Elsewedy Electric is working on disclosing these information for the upcoming reporting periods.			SDG 1.4, 2.3	

## SASB Content Index

SASB Standard - Electrical & Electronic Equipment					
Sustainability Disclosure Topics & Accounting Metrics					
Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Energy Management	Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-EE-130a.1	Energy Consumption (page), Percentages of grid electricity and renewables are not available currently
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-EE-150a.1	This information is not available for the current reporting period. Elsewedy Electric is working on the implementation of its ESMS system that will help in collecting the required information for the upcoming reporting periods.
	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Number, Kilograms (kg)	RT-EE-150a.2	This information is not available for the current reporting period. Elsewedy Electric is working on the implementation of its ESMS system that will help in collecting the required information for the upcoming reporting periods.
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	RT-EE-250a.1	This information is unavailable for the current reporting period.
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Reporting currency	RT-EE-250a.2	This information is unavailable for the current reporting period.
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%) by revenue	RT-EE-410a.1	This information is unavailable for the current reporting period.
	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Quantitative	Percentage (%) by revenue	RT-EE-410a.2	This information is unavailable for the current reporting period.
	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	Reporting currency	RT-EE-410a.3	EGP 415,650,000 - Clean Revenues
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-EE-440a.1	Safe Materials and Chemicals (page 104)
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Discussion and Analysis	n/a	RT-EE-510a.1	2022 Policies Updates (page 50)
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	RT-EE-510a.2	Zero
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	RT-EE-510a.3	-
Activity Metrics					
Activity Metric		Category	Unit of Measure	Code	Response
Number of units produced by product category		Quantitative	Number	RT-EE-000.A	Refer to <a href="#">Elsewedy Electric's 2022 CFP Report</a>
Number of employees		Quantitative	Number	RT-EE-000.B	Social Indicators (page 151)

SASB Standard - Electric Utilities & Power Generators					
Sustainability Disclosure Topics & Accounting Metrics					
Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Greenhouse Gas Emissions & Energy Resource Planning	Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	Quantitative	Metric tons (t) CO <sub>2</sub> -e, Percentage (%)	IF-EU-110a.1	2022 GHG Assessment Results (page 95)
	Greenhouse gas (GHG) emissions associated with power deliveries	Quantitative	Metric tons (t) CO <sub>2</sub> -e	IF-EU-110a.2	2022 GHG Assessment Results (page 95)
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	IF-EU-110a.3	Climate and Water Action (page 90)
	Number of customers served in markets subject to renewable portfolio standards (RPS) and (2) percentage fulfillment of RPS target by market	Quantitative	Number, Percentage (%)	IF-EU-110a.4	This information is unavailable for the current reporting period.
Air Quality	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) particulate matter (PM <sub>10</sub> ), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	Quantitative	Metric tons (t), Percentage (%)	IF-EU-120a.1	This information is unavailable for the current reporting period.
Water Management	Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	IF-EU-140a.1	Climate and Water Action (page 90)
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	IF-EU-140a.2	This information is unavailable for the current reporting period.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	IF-EU-140a.3	Safe Materials and Chemicals (page 104), Refer to Elsewedy Electric's <a href="#">Water Policy</a>

## Alignment with the Integrated Reporting <IR> Framework

This Report is written in accordance with the International Integrated Reporting Framework. This Framework covers both guiding principles and content elements.

GUIDING PRINCIPLES	OUR APPROACH	CROSS REFERENCE
<b>A. Strategic focus and future orientation</b>	The structure of this report revolves around ELSEWEDY ELECTRIC's value creation strategy and approach, including information on how this strategy is being implemented, and the anticipated performance.	Group Overview Highlights (P.24); Sustainability Approach (p.36)
<b>B. Connectivity of information</b>	This report establishes a clear link between ELSEWEDY ELECTRIC's operating environment, strategy, performance, as well as key risks and opportunities.	Sustainability Approach (p.36)
<b>C. Stakeholder relationships</b>	The main stakeholder groups of ELSEWEDY ELECTRIC are identified in this report, along with an examination of the relationships between these groups and the organisation.	Stakeholders (p.37)
<b>D. Materiality</b>	The areas and material topics that have the greatest impact on ELSEWEDY ELECTRIC and its stakeholders are the primary focus of this report and are the basis of the report's structure. These areas are defined as the ones where the organization believes it can generate the most value.	Strategy and Progress Towards Updates (page 40)

GUIDING PRINCIPLES	OUR APPROACH	CROSS REFERENCE
<b>E. Conciseness</b>	To ensure focused content, ELSEWEDY ELECTRIC employs a materiality principle. As a standalone document, this report in addition to public ESG disclosures and ratings (e.g. CDP response) contain sufficient information for stakeholders to make decisions or form opinions.	About this Report (p.7)
<b>F. Reliability and completeness</b>	Before publication, all information undergoes internal review, approval by the Executive Board, and external assurance. This process ensures a proper balance and emphasis on both positive and negative topics.	About this Report (p.7)
<b>G. Consistency and comparability</b>	This is ELSEWEDY ELECTRIC's first Sustainability Report using the IR Framework. Where possible, data is shown in context, with comparisons to the previous year's performance.	About this Report (p.7)

CONTENT ELEMENTS	CROSS REFERENCE
<b>A. Organizational overview and external environment</b>	Group Overview Highlights (p.24)
<b>B. Governance</b>	Governance and Economy (p.44)
<b>C. Business model</b>	Group Overview Highlights (p.24)
<b>D. Risks and opportunities</b>	Sustainability Approach (p.36)
<b>E. Strategy and resource allocation</b>	Sustainability Approach (p.36)
<b>F. Performance</b>	Sustainability Approach (p.36)
<b>G. Outlook</b>	Sustainability Approach (p.36)
<b>H. Basis of preparation and presentation</b>	Sustainability Approach (p.36)
<b>I. General reporting guidance</b>	About this Report (p.7)

## UNGC Content Index

PRINCIPLE	DESCRIPTION	REPORT SECTION(S)
<b>HUMAN RIGHTS</b>		
<b>Principle 1</b>	Businesses should support and respect the protection of internationally proclaimed human rights.	Human and Labor Rights (page 129), Can also refer to <a href="#">Elsewedy Electric's 2018-2019 Sustainability Report</a>
<b>Principle 2</b>	Businesses should make sure they are not complicit in human rights abuses.	Human and Labor Rights (page 129), Can also refer to <a href="#">Elsewedy Electric's 2018-2019 Sustainability Report</a>
<b>LABOUR</b>		
<b>Principle 3</b>	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	There are no collective bargaining agreements in Elsewedy Electric. However, grievances or any type of feedback are encouraged through the Whistleblowing portal (Speak Up)
<b>Principle 4</b>	Businesses should uphold the elimination of all forms of forced and compulsory labor	Human and Labor Rights (page129), Can also refer to <a href="#">Elsewedy Electric's 2018-2019 Sustainability Report</a>
<b>Principle 5</b>	Businesses should uphold the effective abolition of child labor.	Human and Labor Rights (page129), Can also refer to <a href="#">Elsewedy Electric's 2018-2019 Sustainability Report</a>
<b>Principle 6</b>	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Diversity and Inclusion (page127) Can also refer to <a href="#">Elsewedy Electric's 2018-2019 Sustainability Report</a>
<b>ENVIRONMENT</b>		
<b>Principle 7</b>	Businesses should support a precautionary approach to environmental challenges.	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> , <a href="#">Environmental Policy</a> , <a href="#">Climate Policy</a> , and <a href="#">Water Policy</a>
<b>Principle 8</b>	Businesses should undertake initiatives to promote greater environmental responsibility.	Planet & Resources (page 86)
<b>Principle 9</b>	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Planet & Resources (page 86)
<b>ANTI-CORRUPTION</b>		
<b>Principle 10</b>	Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-bribery and corruption (page 52)

## TCFD Content Index

TCFD RECOMMENDATION	REPORT SECTION(S) (OR DIRECT ANSWER)	CDP CLIMATE CHANGE RESPONSE
<b>GOVERNANCE</b>		
a. Describe the board's oversight of climate-related risks and opportunities.	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>	C1.1b
b. Describe management's role in assessing and managing climate-related risks and opportunities.	Refer to Elsewedy Electric's <a href="#">Climate Policy</a>	C1.2, C1.2a
<b>STRATEGY</b>		
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> , <a href="#">Climate Policy</a> , <a href="#">Elsewedy Electric's 2022 CFP report</a> , and <a href="#">2022 GHG Assessment Results (page 95)</a>	C2.1a, C2.3, C2.3a, C2.4, C2.4a
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> , <a href="#">Climate Policy</a> , <a href="#">Elsewedy Electric's 2022 CFP report</a> , and <a href="#">2022 GHG Assessment Results (page 95)</a>	C2.3a, C2.4a, C3.1, C3.2a, C3.2b, C3.3, C3.4, C-FS3.7, C-FS3.7a
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.		C3.2, C3.2a, C3.2b
<b>RISK MANAGEMENT</b>		
a. Describe the organization's processes for identifying and assessing climate-related risks.		C2.1, C2.2, C2.2a, C-FS2.2b, C-FS2.2c, C-FS2.2d, C-FS2.2e
b. Describe the organization's processes for managing climate-related risks.	<a href="#">Planets and Resources (page 86)</a> , and Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> , <a href="#">Climate Policy</a> .	C2.1, C2.2, C-FS2.2d, C-FS2.2e
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		C2.1, C2.2,
<b>RISK MANAGEMENT</b>		
a. Describe the organization's processes for identifying and assessing climate-related risks.	Environmental and Social Management System (ESMS) has been completed in the fourth quarter of 2022, ensuring alignment with industry benchmarks and fostering a culture of continuous improvement.	C4.2, C4.2a, C4.2b, C9.1
b. Describe the organization's processes for managing climate-related risks.	<a href="#">2022 GHG Assessment Results (page 95)</a>	C6.1, C6.3, C6.5, C6.5a, C-FS14.0, C-FS14.1, C-FS14.1a, C-FS14.1b
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Refer to Elsewedy Electric's <a href="#">2022 CFP report</a>	C4.1, C4.1a, C4.1b, C-FS4.1d, C4.2, C4.2a, C4.2b

## IFRS S1 Content Index

IFRS S1 DISCLOSURES	REFERENCE SECTION
<b>GOVERNANCE</b>	
(a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:	Corporate citizenship (page 46) Sustainability Governance Framework (page 54) Refer to CDP <a href="#">Climate Change Responses</a> (C1.1, 1.2) Refer to CDP <a href="#">Water Security Responses</a> (W6.2, 6.3)
i. How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s)	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Sustainability Governance Framework (page 54) Refer to CDP <a href="#">Climate Change Responses</a> (C1.1a, 1.2) Refer to CDP <a href="#">Water Security Responses</a> (W6.2a)
ii. How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities	Refer to CDP <a href="#">Climate Change Responses</a> (C1.1d) Refer to CDP <a href="#">Water Security Responses</a> (W6.2d)
iii. How and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities	Sustainability Governance Framework (page 54) Refer to CDP <a href="#">Climate Change Responses</a> (C1.2)
iv. How the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Refer to CDP <a href="#">Climate Change Responses</a> (C1.1b, 1.2)
v. How the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.	Progress is monitored against the targets set within <a href="#">Elsewedy Electric's Sustainability Strategy</a> . Strategy and Progress Towards Updates (page 40) Refer to CDP <a href="#">Climate Change Responses</a> (C1.2a, 1.3) Refer to CDP <a href="#">Water Security Responses</a> (W6.3)
(b) Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities, including information about:	
i. Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Sustainability Governance Framework (page 54) Refer to CDP <a href="#">Climate Change Responses</a> (C1.2)
ii. Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	
<b>STRATEGY</b>	
(a) The sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Refer to CDP <a href="#">Climate Change Responses</a> (C2.2, 2.3, 2.4) Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>
(b) The current and anticipated effects of those sustainability-related risks and opportunities on the entity's business model and value chain	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>
(c) The effects of those sustainability-related risks and opportunities on the entity's strategy and decision-making	Refer to CDP <a href="#">Climate Change Responses</a> (C2.2, 2.3, 2.4) Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>
(d) The effects of those sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those sustainability-related risks and opportunities have been factored into the entity's financial planning	Refer to CDP <a href="#">Climate Change Responses</a> (C3.4) Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>
(e) The resilience of the entity's strategy and its business model to those sustainability-related risks	Refer to CDP <a href="#">Climate Change Responses</a> (C3.3) Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>
<b>SUSTAINABILITY-RELATED RISKS AND OPPORTUNITIES</b>	
(a) Describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Refer to CDP <a href="#">Climate Change Responses</a> (C2.3, 2.4) Refer to CDP <a href="#">Water Security Responses</a> (W4.2, 4.3)
(b) Specify the time horizons—short, medium or long term—over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur	Refer to CDP <a href="#">Climate Change Responses</a> (C2.1a, 2.3, 2.4) Refer to CDP <a href="#">Water Security Responses</a> (W4.2, 4.3, 7.1)
(c) Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	

IFRS S1 DISCLOSURES	REFERENCE SECTION
<b>BUSINESS MODEL AND VALUE CHAIN</b>	
(a) A description of the current and anticipated effects of sustainability related risks and opportunities on the entity's business model and value chain	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Refer to <a href="#">CDP Climate Change Responses</a> (C3.3) Refer to <a href="#">CDP Water Security Responses</a> (W1.4)
(b) A description of where in the entity's business model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	This information is unavailable for the current reporting period.
<b>STRATEGY AND DECISION-MAKING</b>	
(a) How the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making;	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Refer to <a href="#">CDP Climate Change Responses</a> (C2.3, 2.4, 3.3, 3.4) Refer to <a href="#">CDP Water Security Responses</a> (W4.1a, 4.2b, 4.2c)
(b) The progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information	2022 ESG Strategy Progress and Materiality Update (page 40) Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a>
(c) Trade-offs between sustainability-related risks and opportunities that the entity considered (for example, in making a decision on the location of new operations, an entity might have considered the environmental impacts of those operations and the employment opportunities they would create in a community).	Environnemental & Social Management System (page 86)
<b>FINANCIAL POSITION, FINANCIAL PERFORMANCE, AND CASH FLOWS</b>	
(a) The effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects)	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>
(b) the anticipated effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	Refer to <a href="#">CDP Climate Change Responses</a> (C2.1b, 2.2a, 2.3, 2.4, 3.2) Refer to <a href="#">CDP Water Security Responses</a> (W4.1a)
<b>Quantitative and qualitative information</b>	
(a) How sustainability-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	
(b) The sustainability-related risks and opportunities for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements	
(c) How the entity expects its financial position to change over the short, medium and long term, given its strategy to manage sustainability related risks and opportunities, taking into consideration:	This information is unavailable for the current reporting period.
i. Its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the entity is not contractually committed to	
ii. Its planned sources of funding to implement its strategy	Elsewedy Electric funds its strategy implementation
(d) How the entity expects its financial performance and cash flows to change over the short, medium, and long term, given its strategy to manage sustainability-related risks and opportunities.	Refer to <a href="#">CDP Climate Change Responses</a> (C2.1b, 2.2a, 2.3, 2.4, 3.2)
<b>Preparing disclosures about the anticipated financial effects of a sustainability-related risk or opportunity</b>	
(a) use all reasonable and supportable information that is available to the entity at the reporting date without undue cost or effort	
(b) use an approach that is commensurate with the skills, capabilities and resources that are available to the entity for preparing those disclosures.	This information is unavailable for the current reporting period.

IFRS S1 DISCLOSURES	REFERENCE SECTION
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<p><b>If an entity determines that it need not provide quantitative information about the current or anticipated financial effects of a sustainability-related risk or opportunity applying the criteria set out</b></p>	
<p>(a) explain why it has not provided quantitative information</p>	
<p>(b) provide qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected, or have been affected, by that sustainability-related risk or opportunity</p>	<p>This information is unavailable for the current reporting period.</p>
<p>(c) provide quantitative information about the combined financial effects of that sustainability-related risk or opportunity with other sustainability-related risks or opportunities and other factors unless the entity determines that quantitative information about the combined financial effects would not be useful.</p>	

RESILIENCE
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<p><b>An entity shall disclose information that enables users of general-purpose financial reports to understand its capacity to adjust to the uncertainties arising from sustainability-related risks. An entity shall disclose a qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon.</b></p>	<p>Refer to <a href="#">CDP Climate Change Responses</a> (C2.1a)                  Refer to <a href="#">CDP Water Security Responses</a> (W7.1)                  Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>                  Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a></p>
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RISK MANAGEMENT
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<p>(a) to understand an entity's processes to identify, assess, prioritise and monitor sustainability-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process</p>	<p>Refer to <a href="#">CDP Climate Change Responses</a> (C2.1, 2.1a,, 2.2, 2.2a, FS2.2b, FS2.2c, FS2.2d, FS2.2e)                  Refer to <a href="#">CDP Water Security Responses</a> (W7.1)                  Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a></p>
<p>(b) To assess the entity's overall risk profile and its overall risk management process.</p>	<p>Refer to <a href="#">CDP Climate Change Responses</a> (C2.1a)                  Refer to <a href="#">CDP Water Security Responses</a> (W7.1)                  Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a></p>

<p><b>To achieve this objective, an entity shall disclose information about:</b></p>	
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<p>(a) the processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks, including information about:</p>	
<p>i. The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes)</p>	
<p>ii. Whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks</p>	
<p>iii. How the entity assesses the nature, likelihood, and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria)</p>	<p><a href="#">Planets and Resources (page 86)</a>                  Refer to <a href="#">CDP Climate Change Responses</a> (C1.2a, 2.2, 2.3, 2.4, 3.2)                  Refer to <a href="#">CDP Water Security Responses</a> (W7.1)                  Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>                  Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a></p>
<p>iv. Whether and how the entity prioritises sustainability-related risks relative to other types of risk</p>	
<p>v. How the entity monitors sustainability-related risks</p>	
<p>vi. Whether and how the entity has changed the processes it uses compared with the previous reporting period</p>	
<p>(b) The processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities</p>	
<p>(c) The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process.</p>	

IFRS S1 DISCLOSURES	REFERENCE SECTION
METRICS AND TARGETS	
<p>The objective of sustainability-related financial disclosures on metrics and targets is to enable users of general-purpose financial reports to understand an entity's performance in relation to its sustainability-related risks and opportunities, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.</p>	
<p>a) Metrics required by an applicable IFRS Sustainability Disclosure Standard</p>	<p>2022 ESG Strategy Progress and Materiality Update (page 40)  Refer to <a href="#">CDP Climate Change Responses</a> (C1.2a, 2.2, 2.3, 2.4, 3.2)  Refer to <a href="#">CDP Water Security Responses</a> (W7.1)  Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a></p>
<p>(b) Metrics the entity uses to measure and monitor:</p>	
<p>i. That sustainability-related risk or opportunity</p>	
<p>i. Its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.</p>	
<p>If an entity discloses a metric taken from a source other than IFRS Sustainability Disclosure Standards, the entity shall identify the source and the metric taken. If a metric has been developed by an entity, the entity shall disclose information about:</p>	<p>Refer to <a href="#">CDP Climate Change Responses</a> (C4)  Refer to <a href="#">CDP Water Security Responses</a> (W7.1)  Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>  Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a></p>
<p>(a) How the metric is defined, including whether it is derived by adjusting a metric taken from a source other than IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by the entity differs from the metric specified in that source</p>	
<p>(b) whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as a red, amber, green—or RAG—status);</p>	<p>This information is unavailable for the current reporting period.</p>
<p>(c) whether the metric is validated by a third party and, if so, which party</p>	<p>Limited Assurance Statement (page 206)  Refer to <a href="#">CDP Climate Change Responses</a> (C10)</p>
<p>(d) the method used to calculate the metric and the inputs to the calculation, including the limitations of the method used and the significant assumptions made</p>	<p>Refer to <a href="#">CDP Climate Change Responses</a> (C4)  Refer to <a href="#">CDP Water Security Responses</a> (W7.1)  Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>  Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a></p>
<p>An entity shall disclose information about the targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation. For each target, the entity shall disclose:</p>	
<p>(a) the metric used to set the target and to monitor progress towards reaching the target</p>	<p>Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>  Refer to <a href="#">CDP Water Security Responses</a> (W8)  Refer to <a href="#">CDP Climate Change Responses</a> (C4)  Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a></p>
<p>(b) the specific quantitative or qualitative target the entity has set or is required to meet</p>	
<p>(c) the period over which the target applies</p>	
<p>(d) the base period from which progress is measured</p>	
<p>(e) any milestones and interim targets</p>	
<p>(f) performance against each target and an analysis of trends or changes in the entity's performance</p>	<p>2022 ESG Strategy Progress and Materiality Update (page 40)</p>
<p>(g) any revisions to the target and an explanation for those revisions.</p>	<p>No revisions has been applied to El-SewedyElsewedy Electric's targets</p>



## IFRS S2 Content Index

IFRS S2 DISCLOSURES	REFERENCE SECTION
<b>GOVERNANCE</b>	
(a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:	Corporate citizenship (page 46) Sustainability Governance Framework (page 54) Refer to <a href="#">CDP Climate Change Responses</a> (C1.1, 1.2) Refer to <a href="#">CDP Water Security Responses</a> (W6.2, 6.3)
i. How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s)	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Sustainability Governance Framework (page 55) Refer to <a href="#">CDP Climate Change Responses</a> (C1.1a, 1.2) Refer to <a href="#">CDP Water Security Responses</a> (W6.2a)
ii. How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate related risks and opportunities	Refer to <a href="#">CDP Climate Change Responses</a> (C1.1d) Refer to <a href="#">CDP Water Security Responses</a> (W6.2d)
iii. How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities	Refer to <a href="#">CDP Climate Change Responses</a> (C1.2)
iv. How the body(s) or individual(s) takes into account climate related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Refer to <a href="#">CDP Climate Change Responses</a> (C1.1b, 1.2)
v. How the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets including whether and how related performance metrics are included in remuneration policies	Refer to <a href="#">CDP Climate Change Responses</a> (C1.2a)
(b) Management's role in the governance processes, controls and procedures used to monitor, manage, and oversee climate-related risks and opportunities, including information about:	Sustainability Governance Framework (page 54) Refer to <a href="#">CDP Climate Change Responses</a> (C1.2)
i. Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee	
ii. Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	
<b>STRATEGY</b>	
(a) The climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	
(b) The current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain	
(c) The effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Refer to <a href="#">CDP Climate Change Responses</a> (C2.3, 2.4)
(d) The effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning	
(e) The climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities	Refer to <a href="#">CDP Climate Change Responses</a> (C2.2) Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a>
<b>CLIMATE-RELATED RISKS AND OPPORTUNITIES</b>	
(a) Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Refer to <a href="#">CDP Climate Change Responses</a> (C2.3, 2.4) Refer to <a href="#">CDP Water Security Responses</a> (W4.2, 4.3)
(b) Explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk	
(c) Specify, for each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium or long term—the effects of each climate-related risk and opportunity could reasonably be expected to occur	Refer to <a href="#">CDP Climate Change Responses</a> (C2.1a, 2.3, 2.4) Refer to <a href="#">CDP Water Security Responses</a> (W4.2, 4.3, 7.1)
(d) Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making	

IFRS S2 DISCLOSURES	REFERENCE SECTION
<b>BUSINESS MODEL AND VALUE CHAIN</b>	
(a) Description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain	Refer to <a href="#">CDP Climate Change Responses</a> (C3.3) Refer to <a href="#">CDP Water Security Responses</a> (W1.4)
(b) Description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated	This information is unavailable for the current reporting period.
<b>STRATEGY AND DECISION-MAKING</b>	
(a) Information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the entity shall disclose information about	
i. Current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy, Climate Policy</a> Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a>
ii. Current and anticipated direct mitigation and adaptation efforts	Refer to <a href="#">CDP Climate Change Responses</a> (C2.3, 2.4, 3.3, 3.4)
iii. Current and anticipated indirect mitigation and adaptation efforts	Refer to <a href="#">CDP Water Security Responses</a> (W4.2, 4.3)
iv. Any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies	
v. How the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets	
(b) information about how the entity is resourcing, and plans to resource, the activities disclosed	This information is unavailable for the current reporting period.
(c) Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods	Strategy and Progress Towards Updates (page 40)
<b>FINANCIAL POSITION, FINANCIAL PERFORMANCE, AND CASH FLOWS</b>	
(a) The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects)	Refer to <a href="#">Elsewedy Electric's Sustainability Strategy</a> Refer to <a href="#">CDP Climate Change Responses</a> (C2.1b, 2.2a, 2.3, 2.4, 3.2) Refer to <a href="#">CDP Water Security Responses</a> (W4.1a)
(b) The anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	
<b>Quantitative and qualitative information about:</b>	
(a) How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	<a href="#">CDP Climate Change Responses</a> (C2.1b, 2.2a, 2.3, 2.4, 3.2)
(b) the climate-related risks and opportunities for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements	
(c) How the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	This information is unavailable for the current reporting period.
i. Its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the entity is not contractually committed to	
ii. Its planned sources of funding to implement its strategy	Elsewedy Electric funds its strategy implementation
(d) How the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities	Refer to <a href="#">CDP Climate Change Responses</a> (C2.1b, 2.2a, 2.3, 2.4, 3.2)

IFRS S2 DISCLOSURES	REFERENCE SECTION
<b>CLIMATE RESILIENCE</b>	
<p>(a) The entity's assessment of its climate resilience as at the reporting date, which shall enable users of general-purpose financial reports to understand:</p> <ul style="list-style-type: none"> <li>i. The implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis</li> <li>ii. The significant areas of uncertainty considered in the entity's assessment of its climate resilience</li> <li>iii. The entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including.                             <ul style="list-style-type: none"> <li>(1) The availability of, and flexibility in, the entity's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities</li> <li>(2) The entity's ability to redeploy, repurpose, upgrade or decommission existing assets</li> <li>(3) The effect of the entity's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience</li> </ul> </li> </ul>	<p><a href="#">Planet &amp; Resources (page 86)</a>                      Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a></p>
<p>(b) How and when the climate-related scenario analysis was carried out, including:</p>	<p>This information is unavailable for the current reporting period.</p>
<p><b>i. Information about the inputs the entity used, including:</b></p> <ul style="list-style-type: none"> <li>(1) which climate-related scenarios the entity used for the analysis and the sources of those scenarios;</li> <li>(2) whether the analysis included a diverse range of climate-related scenarios;</li> <li>(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks.</li> <li>(4) whether the entity used, among its scenarios, a climate related scenario aligned with the latest international agreement on climate change.</li> <li>(5) why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;</li> <li>(6) the time horizons the entity used in the analysis; and</li> <li>(7) what scope of operations the entity used in the analysis</li> </ul>	<p>Refer to <a href="#">CDP Climate Change Responses (C1.2a, 2.2, 2.3, 2.4, 3.2)</a></p>
<p><b>ii. The key assumptions the entity made in the analysis, including assumptions about:</b></p> <ul style="list-style-type: none"> <li>(1) climate-related policies in the jurisdictions in which the entity operates.</li> <li>(2) macroeconomic trends.</li> <li>(3) national- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources);</li> <li>(4) energy usage and mix; and</li> <li>(5) developments in technology; and</li> </ul>	<p>Refer to Elsewedy Electric's <a href="#">Sustainability Strategy</a>, <a href="#">Climate Policy</a>, <a href="#">Biodiversity Policy</a>, <a href="#">Environmental policy</a>, and <a href="#">Water Policy</a></p>
<p><b>iii. The reporting period in which the climate-related scenario analysis was carried out</b></p>	<p>Refer to Elsewedy Electric's <a href="#">Sustainability Strategy</a>, <a href="#">Climate Policy</a></p>
<b>RISK MANAGEMENT</b>	
<p>(a) the processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:</p> <ul style="list-style-type: none"> <li>i. The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);</li> <li>ii. Whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;</li> <li>iii. How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);</li> <li>iv. Whether and how the entity prioritises climate-related risks relative to other types of risk;</li> <li>v. How the entity monitors climate-related risks;</li> </ul> <p>iv. Whether and how the entity has changed the processes it uses compared with the previous reporting period;</p>	<p><a href="#">Planet &amp; Resources (page 86)</a>                      Refer to Elsewedy Electric's <a href="#">Sustainability Strategy</a>, and <a href="#">Climate Policy</a>                      Refer to <a href="#">CDP Climate Change Responses (C2.1, 2.2, 2.2a, FS2.2b, FS2.2c, FS2.2d, FS2.2e)</a></p> <p>Refer to <a href="#">CDP Climate Change Responses (C1.2a, 2.2, 2.3, 2.4, 3.2)</a></p> <p>Refer to <a href="#">CDP Climate Change Responses (C2.2a)</a></p> <p>Refer to <a href="#">CDP Climate Change Responses (C1.2)</a></p> <p>No changes has been implemented between 2021 &amp; 2022</p>

IFRS S2 DISCLOSURES	REFERENCE SECTION
<b>METRICS AND TARGETS</b>	
(a) Information relevant to the cross-industry metric categories	
(b) Industry-based metrics that are associated with particular business models, activities or other common features that characterize participation in an industry	<a href="#">Strategy and Progress Towards Updates (page 40)</a> Refer to Elsewedy Electric's <a href="#">Sustainability Strategy</a> Refer to <a href="#">CDP Climate Change Responses (C4)</a> Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a>
(c) Targets set by the entity, and any targets it is required to meet by law or regulation, to mitigate or adapt to climate-related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets	
<b>CLIMATE-RELATED METRICS</b>	
(a) greenhouse gases—the entity shall:	
i. Disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO2 equivalent (see paragraphs B19–B22), classified as: <ul style="list-style-type: none"> <li>(1) Scope 1 greenhouse gas emissions;</li> <li>(2) Scope 2 greenhouse gas emissions;</li> <li>(3) Scope 3 greenhouse gas emissions;</li> </ul>	<a href="#">2022 GHG Assessment Results (page 95)</a> <a href="#">Environmental Indicators (page 158)</a> Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a>
ii. Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions	
iii. Disclose the approach it uses to measure its greenhouse gas emissions <ul style="list-style-type: none"> <li>(1) the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions;</li> <li>(2) the reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions;</li> <li>(3) Any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;</li> </ul>	
iv. For Scope 1 and Scope 2 greenhouse gas emissions between: <ul style="list-style-type: none"> <li>(1) the consolidated accounting group (for example, for an entity applying IFRS Accounting Standards, this group would comprise the parent and its consolidated subsidiaries);</li> <li>(2) other investees excluded from paragraph 29(a)(iv)(1) (for example, for an entity applying IFRS Accounting Standards, these investees would include associates, joint ventures and unconsolidated subsidiaries);</li> </ul>	Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a>
v. For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(2), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions	
vi. For Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(3), and with reference to paragraphs B32–B57, disclose: (1) the categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011) <ul style="list-style-type: none"> <li>(2) additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance</li> </ul>	
(b) Climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks	
(c) climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks	This information is unavailable for the current reporting period.

IFRS S2 DISCLOSURES	REFERENCE SECTION
(d) capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	
(e) internal carbon prices—the entity shall disclose: <ul style="list-style-type: none"> <li>i. An explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis)</li> <li>ii. The price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions;</li> </ul>	This information is unavailable for the current reporting period.
(f) Remuneration—the entity shall disclose: <ul style="list-style-type: none"> <li>i. Description of whether and how climate-related considerations are factored into executive remuneration</li> <li>ii. The percentage of executive management remuneration recognised in the current period that is linked to climate related considerations</li> </ul>	Refer to <a href="#">CDP Climate Change Responses (C1.3)</a>
CLIMATE-RELATED TARGETS	
(a) The metric used to set the target	
(b) The objective of the target	
(c) The part of the entity to which the target applies	
(d) The period over which the target applies	
(e) The base period from which progress is measured	
(f) Any milestones and interim targets	
(g) If the target is quantitative, whether it is an absolute target or an intensity target	
(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target	
Approach to setting and reviewing each target, and how it monitors progress against each target, including:	
(a) Whether the target and the methodology for setting the target has been validated by a third party	Refer to <a href="#">CDP Climate Change Responses (C4 Targets)</a>
(b) The entity's processes for reviewing the target	Refer to <a href="#">Elsewedy Electric's 2022 CFP report</a>
(c) The metrics used to monitor progress towards reaching the target	
(d) Any revisions to the target and an explanation for those revisions	
<b>For each greenhouse gas emissions target</b>	
(a) Which greenhouse gases are covered by the target.	
(b) Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.	
(c) Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target	
(d) Any revisions to the target and an explanation for those revisions	

IFRS S2 DISCLOSURES	REFERENCE SECTION
(d) Whether the target was derived using a sectoral decarbonization approach.	None of the targets were derived using the SDA methodology. Further details on the adopted methodology can be found in our 2022 Carbon Footprint Report, and our CDP Climate Change response section C4 Targets.
(e) The entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits	Elsewedy Electric does not currently have a plan regarding the use of carbon credits.
(e) capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	
<ul style="list-style-type: none"> <li>i. The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits.</li> <li>ii. Which third-party scheme(s) will verify or certify the carbon credits</li> <li>iii. The type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal.</li> <li>iv. Any other factors necessary for users of general-purpose financial reports to understand the credibility and integrity of the carbon credits the entity plans to use</li> </ul>	Elsewedy Electric does not currently have a plan regarding the use of carbon credits.

## 13 ABBREVIATIONS

<b>ACFE</b>	Association of Certified Fraud Examiners	<b>IoT</b>	Internet of Things
<b>ACS</b>	Advanced Communications System	<b>IP</b>	Internet Protocol
<b>ADNOC</b>	Abu Dhabi National Oil Organization	<b>ISO</b>	International Standardization Organization
<b>AGM</b>	Annual General Meeting	<b>IT</b>	Information Technology
<b>ARC</b>	Audit, Risk & Compliance	<b>JNHPP</b>	Julius Nyerere Hydropower Plant
<b>ATS</b>	Applied Technology Schools	<b>kWh</b>	Kilowatt-hour
<b>BASF</b>	Badische Anilin- und Sodafabrik	<b>LAN</b>	local area network
<b>BCM</b>	Business Continuity Management	<b>LCA</b>	Life Cycle Assessment
<b>BIP</b>	Berri Increment Program	<b>LTIFR</b>	Lost Time Injury Frequency Rate
<b>Bn</b>	Billion	<b>Mn</b>	Million
<b>BoD</b>	Board of Directors		Ministry of Education and Technical Education
<b>CAPMAS</b>	Central Agency for Public Mobilization and Statistics	<b>MoU</b>	Memorandum of Understanding
<b>CCTV</b>	Close Circuit Television	<b>MRP</b>	Material Requirements Planning
<b>CDP</b>	Carbon Disclosure Project	<b>MSCI</b>	Morgan Stanley Capital International
<b>CEO</b>	Chief Executive Officer	<b>MW</b>	Megawatts
<b>CERN</b>	European Organization for Nuclear Research	<b>NAT</b>	National Authority for Tunnels
<b>CFE</b>	Certified Fraud Examiner	<b>NFPA</b>	National Fire Protection Association
<b>CFO</b>	Chief Financial Officer	<b>NREA</b>	New and Renewable Energy Authority
<b>CGI</b>	Climate Governance Initiative	<b>NSPO</b>	National Service Projects Organization

<b>COP</b>	Conference of the Parties of the UNFCCC	<b>ODP</b>	October Dry Port
<b>CPOs</b>	Corporate Performance Objectives	<b>ODA</b>	Ongoing dynamic actions
<b>CPQ</b>	Configure, Price, Quote	<b>OT</b>	operational technology
<b>CRM</b>	Customer Relationship Management	<b>PA</b>	Permanent, one-time-off actions
<b>CSR</b>	Corporate Social Responsibility	<b>PAGA</b>	Public Alarm General Alarm
<b>CSRD</b>	Corporate Sustainability Reporting Directive	<b>PCBA</b>	Printed Circuit Board Assembly
<b>CTO</b>	Chief Technology Officer	<b>PI</b>	Pyramids Industrial
<b>DB</b>	Deutsche Bahn	<b>PKI</b>	Public Key Infrastructure
<b>DBIO</b>	Deutsche Bahn International Operation	<b>POC</b>	Proof of Concept
<b>EBITDA</b>	Earnings before Interest, Taxes, Depreciation, and Amortizations	<b>PPP</b>	Public-Private Partnerships
<b>EBRD</b>	European Bank for Reconstruction & Development	<b>PRM</b>	Partner Relationship Management
<b>ECO</b>	Engineering, Consulting, and Operations	<b>PSGs</b>	Product Stewardship Guidelines
<b>EE</b>	Elsewedy Electric	<b>PSP</b>	Power Systems Projects
<b>EEI</b>	Elsewedy Electric Indonesia	<b>PwD</b>	People with Disabilities
<b>EESG</b>	Economic, Environmental, Societal and Governance	<b>RA</b>	Revenue Assurance
<b>EETC</b>	Egyptian Electricity Transmission Organization	<b>RAFM</b>	Revenue Assurance and Fraud Management
<b>EGAS</b>	Egyptian Natural Gas Holding Organization	<b>ROI</b>	Return on investment
<b>EGP</b>	Egyptian Pounds	<b>S&amp;P CSA</b>	S&P Global Corporate Sustainability Assessment
<b>EGT</b>	Egyptian German Technical	<b>SASB</b>	Sustainability Accounting Standards Board

<b>EGX</b>	Egyptian Exchange	<b>SBTi</b>	Science-Based Targets initiative
<b>EIA</b>	Environmental Impact Assessment	<b>SCADA</b>	Supervisory Control and Data Acquisition
<b>ENI-IEOC</b>	Eni International Exploration and Production Organization	<b>SCEZ</b>	Suez Canal Economic Zone
<b>EPC</b>	Engineering, Procurement, and Construction	<b>SDG</b>	Sustainable Development Goal
<b>EPDs</b>	Environmental Product Declarations	<b>SFA</b>	Sales Force Automation
<b>ERM</b>	Enterprise Risk Management	<b>SG&amp;A</b>	Selling, General, and Administrative
<b>ESG</b>	Environmental, Societal and Governance	<b>SIEM</b>	Security information and event management
<b>ESG</b>	Environmental, Social, and Governance	<b>SIEM</b>	Security information and event management
		<b>SLA</b>	Service Level Agreement
<b>ESMP</b>	Environment and Social Management Plan	<b>SME</b>	Small-To-Medium Size Enterprise
<b>ESMS</b>	Environmental & Social Management System	<b>SQM</b>	Square Meters
<b>EU</b>	European Union	<b>STA</b>	Elsewedy Technical Academy
<b>FID</b>	Final Investment Decision	<b>T&amp;D</b>	Transmission & Distribution
<b>FO</b>	First-order logic		Tanzania Electric Supply Organization Limited
<b>GDP</b>	Graduate Developmet Program	<b>TCFD</b>	Task-Force on Climate-Related Financial Disclosures
<b>GET</b>	Green Economy Transition	<b>tCO2e</b>	Tons of Carbon Dioxide Equivalent
<b>GHG</b>	Greenhouse Gas	<b>TFE</b>	Training for Employment
<b>GIIP</b>	Good International Industry Practices	<b>TKH</b>	The Knowledge Hub
<b>GOIEC</b>	General Organization for Export and Import Control	<b>TSFE</b>	The Sovereign Fund of Egypt's Infrastructure & Utilities Sub Fund
<b>GOSP</b>	Gas Oil Separation Plant	<b>TSS</b>	Technical Secondary School
<b>GRI</b>	Global Reporting Initiative	<b>TVET</b>	Technical and Vocational Education and Training
<b>GWh</b>	Gigawatt hours	<b>UAE</b>	United Arab Emirates
<b>H.E.</b>	His Excellency	<b>UAE</b>	United Arab Emirates
<b>Hon.</b>	Honorary	<b>UN</b>	United Nations
<b>HR</b>	Human Resources		United Nations Framework Convention on Climate Change
<b>HSE</b>	Health, Safety & Environment	<b>UNGC</b>	United Nations Global Compact
<b>HSEQ</b>	Health, Safety, Environment, and Quality	<b>UPS</b>	Uninterruptible Power Supply
<b>ICT</b>	Information and Communications Technology	<b>WLAN</b>	Wireless Local Area Network
<b>IIA</b>	Institute of Internal Auditing	<b>Y-O-Y</b>	Year-Over-Year
<b>ILO</b>	International Labor Organization		



# 14 LIMITED ASSURANCE STATEMENT

## Introduction and Objectives of the Engagement

Masader Environmental & Energy Services S.A.E (the 'Assurance Provider') has been engaged by Elsewedy Electric (the 'Reporting Organization') to provide Moderate Assurance Type 1 (the 'Assurance') regarding adherence to the AA1000AS v3 (2020) over the Elsewedy Electric's Sustainability Report 2022 (the 'Report').

## Scope, Subject Matter and Limitations

The subject matter of the Report is the Reporting Organization ESG performance data and information for the year ended 31 December 2022. The scope of assurance is limited to a review of the Selected Information listed below:

- Elsewedy Electric's Sustainability Policy and Strategy
- Elsewedy Electric's ESG Management
- Stakeholder Engagement
- Materiality Assessment

The assurance process was subject to the following limitations and exclusions.

- Verifying the data or information provided by Elsewedy Electric stated in the Group Overview section, Elsewedy Electric's CEO & President Letter, and Elsewedy Electric's Group ESG, Sustainability & CSR Director Letter
- Appropriateness of definitions and any internal reporting criteria adopted by Elsewedy Electric for its disclosures.
- Appropriateness of any new commitments and objectives established and communicated by Elsewedy Electric
- Content of external websites or documents linked from the Report and Elsewedy Electric

We have not been engaged to:

- Verify any statement indicating the intention, opinion, belief and/or aspiration of Elsewedy Electric
- Determining which, if any, recommendations should be implemented.

## Intended Users

The intended users of this assurance engagement are the Reporting Organization and its stakeholders, including but not limited to customers, employees, investors, government, and regulators.

## Reporting Criteria

The selected information has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, Corporate Sustainability Reporting Directive (CSRD) requirements and the Sustainability Accounting Standards Board (SASB) Standards, in addition to the AA 1000 AccountAbility Principles (2018).

## Responsibilities of the Reporting Organization

The provision of the Selected Information in the Report is the sole responsibility of the Management of Elsewedy Electric. The Reporting Organization is responsible for preparing the Report in line with the reporting criteria and in accordance with the GRI: Core Option and for calculating the selected KPIs in accordance with Elsewedy Electric's "Basis of Reporting".

## Responsibilities of the Assurance Provider

Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed. Our responsibilities were to:

- Provide Moderate Level (Type 1) assurance as per AA1000AS v3 over the accuracy, reliability and objectivity of the information contained within the Report;
- Form an independent conclusion based on the procedures performed and evidence obtained.

## Methodology

To form our conclusion, we undertook the following procedures:

- Interviewed management and other persons responsible for the Reporting Organization's ESG performance to assess the application of the GRI: Core Option in the preparation of the Report;
- Analyzed and assessed the key structures, processes, procedures and controls relating to the preparation of the Report;
- Evaluated whether the management approach for the material topics presented in the Report is consistent with the overall sustainability management and performance at Elsewedy Electric;
- Assessed the completeness and accuracy of the GRI Standards content index concerning the GRI: Core Option, including omissions;
- Interviewed management and data owners regarding the process of identification, data collection, consolidation and reporting for the selected KPIs;
- Reviewed and evaluated Elsewedy Electric's GHG Metrics for the selected KPIs against the actual calculation performed to support the figure disclosed in the Report;
- Reviewed the selected KPIs to Elsewedy Electric's internal calculations and supporting documentation;
- Compared the content of the Report against the findings of the outlined procedures.

## Statement of Independence and Impartiality

The Assurance Provider and the Reporting Organization are not engaged in relationships that would be perceived to affect its ability to provide an independent and impartial statement.

- Provide Moderate Level (Type 1) assurance as per AA1000AS v3 over the accuracy, reliability and objectivity of the information contained within the Report;
- Form an independent conclusion based on the procedures performed and evidence obtained.



### Statement of Competence

Masader Environmental & Energy Services S.A.E is an AA1000AS v3- Licensed Assurance Provider as per the license agreement (ID: 000-882) with Accountability AA1000 CIC. The assurance team has extensive experience in the assurance of ESG data, systems, and procedures.

### Recommendations

Based on the conducted assurance engagement, it is recommended that the Reporting Organization can implement the following measures to enhance future reporting:

- Ensure clear alignment between reported metrics and the long-term ESG goals and targets, including progress made during the reporting period;
- Ensure consistent and complete disclosure of stakeholder engagements conducted for the purpose of the report prepared in case such actions have been undertaken.

### Conclusion

Based on the aforementioned procedures, nothing has come to our attention that would cause us to believe that the Elsewedy Electric Sustainability Report 2020 has not been prepared in all material aspects, in accordance with the requirements of the GRI Standards: Core option. We do not assume and will not accept responsibility to anyone other than Elsewedy Electric for the provided assurance and conclusion.

<b>Inclusivity</b>	The Reporting Organization has provided evidence of the inclusivity regarding its stakeholder relations, including understanding and representation of stakeholder interests in the Report.
<b>Materiality</b>	The Reporting Organization has described its material topics and the materiality assessment process. Based on the conducted engagement, we believe the material topics accurately reflect the Reporting Organization's ESG impacts and disclosures. The disclosures presented in the Report have been organized to present performance on each material topic. The Report would benefit from a more straightforward representation of the connection between the Reporting Organization's targets and reported disclosures.
<b>Responsiveness</b>	The obtained evidence has been sufficient to conclude that the Reporting Organization is responsive to the issues raised by its stakeholder groups by collecting regular feedback via tailored communication channels and appropriate procedures to handle grievances, feedback, and other types of stakeholder inputs.
<b>Impact</b>	The Reporting Organization has provided evidence of the applied procedures and systems to monitor and measure its impacts on the environment and actions to ensure accountability for those impacts.

Based on the procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the Selected Information of the Report of Elsewedy Electric for the year ended 31 December 2022 has not been prepared, in all material respects, in accordance with the GRI: Core Option, SASB Standards, CSRD requirements and the AA1000 Assurance Principles (2018).

In accordance with the terms of our engagement, this independent assurance statement on the Selected Information has been prepared for Elsewedy Electric concerning reporting to the Reporting Organization's stakeholders and for no other purpose or in any other context.

**Dr. Abdelhamid Beshara**  
**Founder & Chief Executive Officer**  
 Cairo, November 25th, 2021  
 Masader, Environmental and Energy Services S.A.E



### About Us

Masader is an innovative interdisciplinary consulting, design, and engineering sustainability firm based in Cairo, aiming at leveraging positive impact across the MENA region and globally. It specializes in Resource Efficiency, Sustainable Management of Natural Resources, and Integrated Sustainability Solutions. Since 2015, Masader has led 100+ projects across the areas of energy, environment, climate change & carbon footprint, circular economy, green building (LEED), as well as corporate sustainability strategies, reporting, and certification.

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