



ELSEWEDY ELECTRIC SUSTAINABILITY

REPORT
2025



**SUSTAINING GROWTH.
DELIVERING EXCELLENCE.**

8 YEARS

COMPREHENSIVE REPORT

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About this Report

Elsewedy Electric proudly presents its eighth Sustainability Report, reflecting the Group's continued commitment to transparent, meaningful, and stakeholder-centric sustainability reporting.

This report provides a comprehensive overview of the key priorities, achievements, and ESG performance that defined the Group's sustainability journey during the year.

Navigating the Report

The report is structured around six core chapters, each dedicated to a fundamental pillar of the Group's sustainability agenda. Together, these chapters present the Group's performance highlights, operational achievements, and detailed insights across its material sustainability topics.

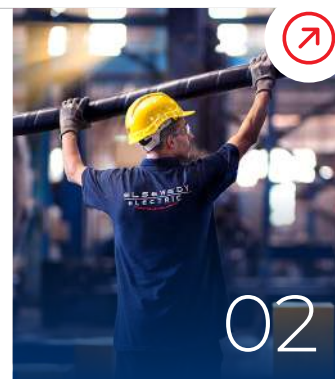
SUSTAINABILITY AT THE CORE

An overview of the Group's business model and value creation approach, selected ESG performance highlights, Sustainability Strategy, materiality assessment, progress against its [2020-2030 Sustainability Strategy](#), and positioning across key sustainability ratings, indices, and benchmarks.



LEADING WITH INTEGRITY, DRIVING ACCOUNTABILITY

The Group's governance framework, Environmental and Social Management System (ESMS), product quality and safety, digital security, and commitment to ethical conduct and anti-corruption. It also covers regulatory compliance, including tax and export controls, as well as human rights, sustainable supply chains, and community health and safety.



ACCELERATING DECARBONIZATION TOWARD A LOW-CARBON ECONOMY

Elsewedy Electric's commitment to reducing its carbon footprint and driving decarbonization across its value chain. It includes the 2025 environmental reporting boundaries, the Group's climate targets, and how their products enable customers to reduce their carbon emissions.



MANAGING RESOURCES RESPONSIBLY

Responsible management of natural resources remains central to Elsewedy Electric's sustainability approach, encompassing environmental governance, ecosystem protection, circular economy practices and product stewardship, and sustainable manufacturing initiatives.



OUR PEOPLE, OUR GREATEST ASSETS

Elsewedy Electric's commitment to its people is reflected in its focus on occupational health and safety, diversity and inclusion, employee well-being, talent development, and comprehensive compensation and benefits programmes.



DELIVERING ON OUR SOCIETAL COMMITMENTS

The Group's contribution to society is reflected through initiatives such as the Elsewedy Technical Academy, community empowerment programmes led by the Elsewedy Electric Foundation, and efforts to expand access to sustainable energy through its projects and solutions.



ESG INDICATORS AND SUPPLEMENTARY INFORMATION

This section presents ESG performance indicators and content indices cross-referencing the Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), Taskforce on Nature-related Financial Disclosures (TNFD), UN Global Compact (UNGC) Principles, Integrated Reporting Framework (IR), and the disclosure requirements of IFRS S1 and S2.



Reporting Scope and Boundaries

This report represents the Group's performance for the period from 1 January to 31 December 2025.

The scope of the report covers the operations of Elsewedy Electric Group, inclusive of its subsidiaries listed on the Company's website, unless otherwise stated throughout the sections of this report.

Terms used in this report, unless otherwise specified:

Terms used in this report, unless otherwise specified:

"The Group" refers to Elsewedy Electric and its fully owned subsidiaries (the subsidiaries mentioned in the "Reporting Scope and Boundaries" section). "Elsewedy Electric", "The Company", "we", "us", and "our" refer to Elsewedy Electric on a standalone basis.

Reporting Frameworks

This report has been prepared in accordance with the GRI Standards, and references the Task Force on Climate-related Financial Disclosures (TCFD), the Taskforce on Nature-related Financial Disclosures (TNFD), which Elsewedy Electric began adopting in 2025, the SASB Standards, the Integrated Reporting Framework (IR), the disclosure requirements of IFRS S1 and S2, and the Corporate Sustainability Reporting Directive (CSRD).

The report also references the UN Global Compact's (UNGC) Ten Principles. In addition, the report includes disclosures aligned with the requirements of key ESG reporting platforms and assessments, including EcoVadis, S&P CSA, CDP, and Sustainalytics.

Elsewedy Electric is a proud member of both the UNGC and the GRI Community and remains committed to advancing transparent, high-quality sustainability reporting. The report has been prepared in accordance with the principles of sustainability context, accuracy, balance, clarity, comparability, timeliness, and verifiability to ensure comprehensive and reliable disclosure.

Forward-Looking Statements

This report may contain forward-looking statements relating to the Group's business and future performance, which can be identified by terms such as "will," "planned," "expected," and "forecast."

These statements reflect the Group's current views and assumptions regarding future events and are subject to various risks and uncertainties, including changes in economic conditions across its markets of operation, regulatory developments, market volatility, government policies and strategies, clients' commitments, and other unforeseen events. As a result, actual outcomes, performance, and achievements may differ materially from those expressed or implied in these statements.

Earlier Sustainability Report

Our earlier Sustainability Report, published in 2025 and covering the 2024 reporting year, reflects the key policies, practices, and management approaches that have remained consistently applied during the current reporting period. Where relevant, selected historical data has been included to provide context, demonstrate progress over time, and facilitate meaningful year-on-year comparisons.

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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Elsewedy Electric

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COMMUNITY MEMBER

2026



Elsewedy Electric Sustainability Publications Suite

Sustainability Reports

2025

2024

2023

2022

2021

2020

2018-2019

2017

Carbon Footprint Reports

2025

2024

2023

2022

2021

2020

2019

2017

CDP Corporate Questionnaires

2025

CDP Corporate Questionnaire¹

2024

CDP Corporate Questionnaire

2023

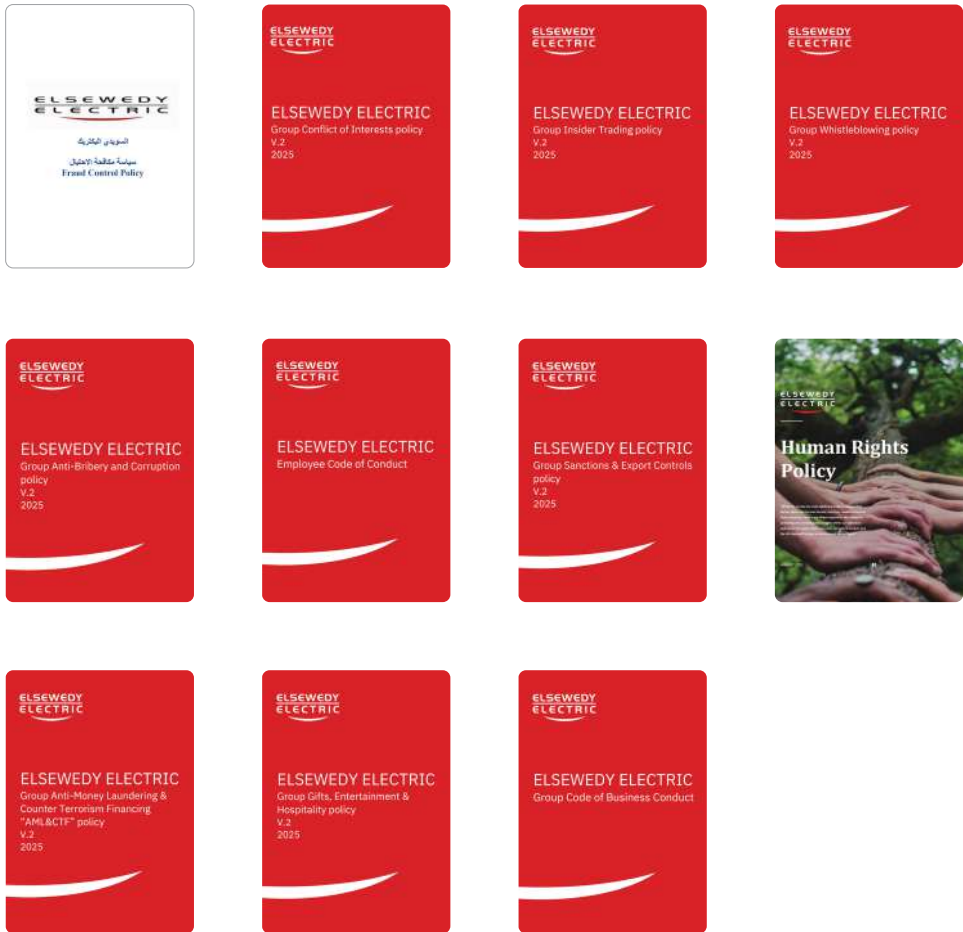
Climate Change

2023

Water Security

¹ Questionnaires submitted on the CDP portal during the 2025 reporting cycle, covering the reporting period from 1 January 2025 – 31 December 2025. The 2025 performance data will be submitted in CDP's 2026 reporting cycle.

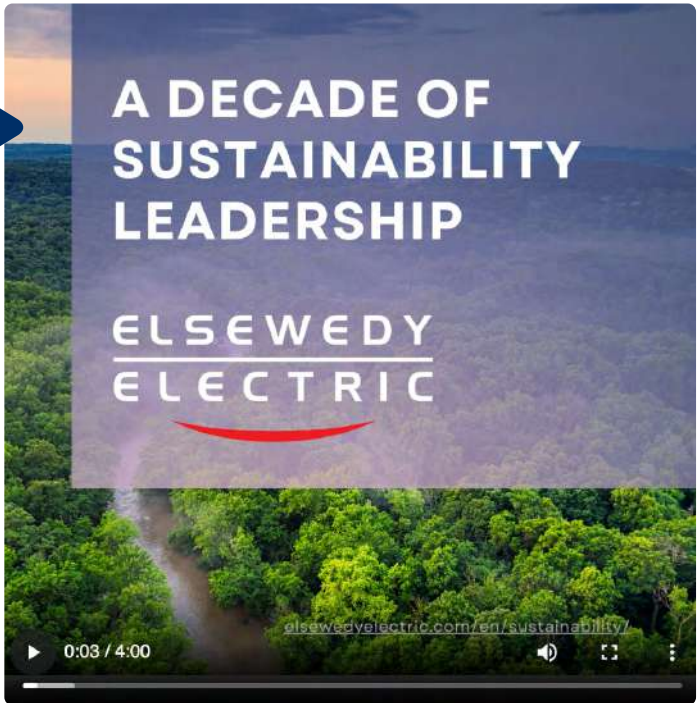
ESG-Related Policies



For more information, please visit the [Group's website](#).



Watch our **corporate sustainability short film** on our website



Learn more about our **Group Environmental and Social Management System (ESMS)** here



A Message from the President and CEO

Dear Stakeholders,

The world is changing at remarkable speed, shaped by technological breakthroughs, shifting geopolitics, and a surge in electricity demand driven by artificial intelligence and the rapid growth of data centers. At Elsewedy Electric, we see these shifts not as challenges to manage, but as opportunities to lead the transition toward a cleaner, more connected, and more resilient energy future.

In 2025, we deepened our role at the heart of the global energy transition. We expanded our solutions portfolio across Electrical Products, Smart Metering, EV chargers, and Digital Solutions, while sustaining our leadership in Wires, Cables, and Accessories, the technologies that carry clean electricity from generation to end use. Our growing focus on digital infrastructure and AI-enabled tools positions us to help decarbonize the very systems powering the global digital economy.

In Slovenia, our smart factory now harnesses AI, the Internet of Things, and digital-twin technology to raise efficiency, strengthen resilience, and reduce the environmental footprint of our manufacturing, a model we are extending across the Group.

Our purpose is to create lasting environmental, social, and economic value for the communities and economies we serve. In 2025, the Group reached customers in more than 110 countries and generated EGP 281 billion in consolidated revenues, value increasingly anchored in solutions that enable the clean-energy transition, from smart meters and digital grids to transformers, cables, and renewable-energy infrastructure.

We continued investing in capacity expansion and facility modernization across our operations.

That footprint now spans infrastructure and utilities projects in Egypt, power generation in the Gulf, digital infrastructure in the Americas, and a growing presence across Asia, Oceania, Africa, and Europe. During the year we advanced battery-storage solutions for renewable-energy projects in Greece and began our first European construction project at Hungary's hydrogen-ready Mátra power plant, milestones that reflect our commitment to enabling lower-carbon energy systems wherever we operate.

By attracting global investment to Egypt, we also reinforce the nation's vision as a regional industrial hub, linking local capability with international opportunity.

Sustainability remains the foundation of our strategy. Through renewable energy, green manufacturing, circular practices, and resource efficiency, we create long-term value while reducing our environmental impact. In 2025, Scope 1 and Scope 2 market-based emissions within our reported manufacturing boundary totaled 177,574 metric tons of CO₂e, 8.2% above the 2023 baseline and emissions intensity amounted to 37.7 per million USD of revenue (down from 38.1 in 2023).

We continued embedding our Environmental and Social Management System (ESMS) across every level of our operations and expanded our portfolio of third-party verified Environmental Product Declarations to 35, covering between 1,600 and 2,000 products, giving our customers transparent, science-based information to make lower-carbon choices.

We are also honored to be the only Egyptian, African, and Middle Eastern engineering, manufacturing, and technology company recognized in TIME and Statista's World's Best Companies in Sustainable Growth 2026, for the second consecutive year.

On behalf of Elsewedy Electric's leadership team, I extend my deepest gratitude to our customers, partners, employees, and shareholders. Together, we are not only powering industries, we are empowering a stronger, more sustainable future.


Eng. Ahmed Elsewedy

President and CEO, Elsewedy Electric



Insights from the Group Chief Sustainability Officer

As we publish our eighth annual Sustainability and Carbon Footprint Reports, I am proud to reflect on a year in which sustainability moved further from ambition to embedded practice across Elsewedy Electric Group. Throughout 2025, we continued to advance the commitments set out in our 2020–2030 Sustainability Strategy, guided by a simple conviction: that transparency, integrity, and accountability are the foundations on which lasting value is built.

2025 was a year of deepening disclosure maturity. For the first time, we began reporting in alignment with the Taskforce on Nature-related Financial Disclosures (TNFD), broadening our lens from climate to the wider web of nature-related dependencies and impacts. Our reporting is prepared in accordance with the GRI Standards, and draws on the TCFD recommendations, SASB Standards, and the Integrated Reporting Framework, and includes disclosures informed by IFRS S1 and S2, the TNFD, while progressively addressing the disclosure expectations of the CSRD.

We also sustained active, transparent engagement with the leading ESG rating platforms, completing our submissions to S&P Global's Corporate Sustainability Assessment, CDP's Corporate questionnaire, and the EcoVadis cycle, because independent benchmarking sharpens our priorities and strengthens the trust of our investors, customers, and partners.

A strong governance architecture turns these commitments into everyday decisions. Our refreshed double materiality assessment kept us focused on the issues that matter most to our business and our stakeholders, while our Supplier ESG Assessment Questionnaires extended sustainability expectations deep into our value chain.

During 2025, Elsewedy Electric PSP assessed 70% of its Tier 1 suppliers and contractors for ESG and human rights risks, and we recorded zero confirmed human-rights violations across our operations. We continued communicating our anti-corruption requirements and delivering targeted compliance training across the Group and to relevant business partners.

Our people remain at the centre of everything we do. In 2025, women represented 8% of our workforce and 30% of the Board, with three female directors out of ten, while middle and senior management combined, had a 9.6% representation of women. We continued to invest deliberately in female progression, delivering an average of 8.9 training hours per female employee, well above the Group average.

Across the organisation we delivered more than 110,000 training hours, while our 2025 employee survey achieved a 70% response rate, an overall employee satisfaction score of 75%, and an employee Net Promoter Score (eNPS) of 56, and continued supporting employees taking parental leave and returning to work.

Beyond our own operations, the Elsewedy Electric Foundation remained our principal vehicle for community impact, with a deliberate focus on technical and vocational education that equips young people for the industries of the future.

In 2025, the Elsewedy Technical Academy celebrated the graduation of its twelfth cohort, and we advanced the establishment of three new Centres of Competence in Renewable Energy and Energy Efficiency in Belbeis, Minya, and New Aswan, helping prepare a generation of technicians for Egypt's clean-energy transition. We also extended targeted humanitarian support, including an EGP 2.5 million contribution to community welfare programs, reaching families and communities in need.

As we look ahead, our priorities are to implement the targets set out in our Climate Transition Plan, deepen our adoption of TNFD, and scale our impact across the markets we serve.

Our journey is far from complete, but 2025 reaffirmed what becomes possible when purpose, governance, and people move together. I extend my sincere gratitude to our employees, partners, and communities, whose dedication continues to turn our sustainability ambitions into measurable, lasting progress.



Mrs. Manal Hassan

Group Chief Sustainability Officer,
Elsewedy Electric

Vice Chairman,
Elsewedy Electric Foundation



An Overview Elsewedy Electric Group

ELSEWEDY ELECTRIC DELIVERS SUSTAINABLE ENERGY AND INFRASTRUCTURE SOLUTIONS

that empower businesses, communities, and economies to thrive.

Listed on the Egyptian Exchange since 2006, the Group is distinguished by its integrated, end-to-end solutions and commitment to excellence, innovation, and long-term value creation.



Our Vision

To become a worldwide leader in delivering energy, services and value.



Our Mission

To deliver efficient integrated energy solutions provided with exceptional expertise and service to our customers and communities, safely and efficiently.

Our Values

Integrity

Be ethical, honest and transparent.



Customer Satisfaction

Offer exceptional customer service locally and globally through offering quality products, services and innovative solutions.



Innovation

Identify, develop and deploy leading edge technology. Pursue improvement tools.



Ownership, Commitment and Collaboration

Assume responsibility for actions & decisions. Execute & deliver with sense of urgency. Demonstrate equality, humility and respect for others. Practice collaboration and teamwork.



Excellence

Strive to excel in every aspect of business. Approach challenges with determination to succeed.



Our Business Lines and Subsidiaries

Wire, Cable & Accessories

Electrical Products

Engineering & Construction

Infrastructure Investments

ELSEWEDY CABLES

ELSEWEDY CABLES | SPECIAL CABLES

ELSEWEDY CABLES | TELECOM

ELSEWEDY ELECTRIC | CABLE ACCESSORIES

ELSEWEDY ELECTRIC | TRANSFORMERS

ELSEWEDY ELECTRIC | ELECTRICAL PRODUCTS

ELSEWEDY ELECTRIC | BUSWAY

ELSEWEDY ELECTRIC | MOTION APPLIANCES

ELSEWEDY ELECTRIC | E&C

ELSEWEDY ELECTRIC | PSP

ELSEWEDY ELECTRIC | T&D

ELSEWEDY ELECTRIC | INFRASTRUCTURE

ELSEWEDY LOGISTICS

ELSEWEDY INDUSTRIAL DEVELOPMENT

ODP OCTOBER DRY PORT

Elsewedy Electric Foundation

ELSEWEDY POLYMERS

ELSEWEDY UNITED METALS

ELSEWEDY STEEL

ELSEWEDY ELECTRIC | OIL & GAS SOLUTIONS

ECMEI

ELSEWEDY ELECTRIC | emobility
USED FOR AFRICA AND MIDDLE EAST

iskraemeco | emobility
USED FOR AMERICA AND EUROPE

Digital Solutions

ELSEWEDY DIGITAL

iskraemeco

ROWAD MODERN ENGINEERING

ELSEWEDY UTILITIES

SCZONE UTILITIES
شركة المنطقة الاقتصادية للدرافن

PLUG

ELSEWEDY MACHINERY

THOMASSEN SERVICE
BY ELSEWEDY ELECTRIC

Elsewedy Electric Foundation

STA ELSEWEDY TECHNICAL ACADEMY
By Elsewedy Electric Foundation

Joint Ventures

ELSEWEDY WATANYA

Our Global Presence

34

Production Facilities

50

Countries of Operation

110

Export Destinations



Our 2025 Financial Performance

EGP 281,049 Mn

Revenues
(21.2% increase YoY)

EGP 40,762 Mn

Gross profit
(7.1% increase YoY)

EGP 30,660 Mn

EBITDA
(7.7% increase YoY)

EGP 17,330 Mn

Net profit after minority
(0.8% increase YoY)

For more information, please visit the [Group's website](#).

For more information, please visit the Group's [Results Center](#).

SUSTAINABILITY AT THE CORE

A Sustainability Strategy Designed for Impact



Our Commitments and Progress



Contribution to the SDGs



Connecting with Stakeholders



Materiality Assessment



Building Sustainable Value: Our Value Creation Model



Strategic Sustainability Governance



Partnerships for Impact



Driving Progress toward a Sustainable Economy



Key ESG Frameworks, Standards and Ratings



Sustainability at the Core

At Elsewedy Electric Group, sustainability is the foundation on which we build a more resilient, inclusive, and low-carbon future. Five years into our 2020–2030 Sustainability Strategy, we continue to advance the ESG priorities that matter most to our stakeholders, translating ambition into measurable progress across innovation, climate action, the energy transition, and inclusive growth.

The only Egyptian, African, and Middle Eastern Engineering, Manufacturing & Technology Company recognized on the TIME 500–2025 & 2026 World's Best Companies for Sustainable Growth



2025 Distinctions and Ratings

52/100

(up by 8 points
compared to 2023)

S&P Global

B

(Management)

Climate Change and
Water Security



3.9/5

Elsewedy Electric's
score on Glassdoor

'GLASSDOOR'

Overall Score

77/100

Advanced - Silver Medal
(up 3 pts from 2024)



**Global
Innovation
Index (GII)
2025**

Ranked **3rd** among
the Top 15 Intangible
Asset-Intensive
Companies in Egypt
(47.27% intensity)
Ranked **2nd** among
Egyptian companies
in Global Brand Value
(USD 437.6 million)

Risk Rating

18.5

Low Risk
(industry ranking 13/300)



TIME

2nd year

on TIME 500
Best Companies for
Sustainable Growth

A Sustainability Strategy Designed for Impact

Five years into the implementation of its 2020–2030 Sustainability Strategy, Elsewedy Electric continues to strengthen its position as a leading global provider of sustainable energy and infrastructure solutions. Sustainability remains deeply embedded in the Group's business model and strategic decision-making processes, shaping how the Company grows, innovates, invests, and creates long-term value across the markets in which it operates.

The global energy landscape is undergoing a profound transformation, driven by the urgency of climate action, the rapid digitalization of industries, and a surge in electricity demand fueled by industrial growth, electrification, and the rise of artificial intelligence. Within this context, Elsewedy Electric sees sustainability as both a responsibility and a strategic opportunity, focusing its efforts on resilient infrastructure, accelerated decarbonization, and innovative technologies that contribute to a low-carbon, inclusive, and digitally enabled future.

During 2025, the Group advanced its market-segment approach while expanding its portfolio of sustainable and technologically advanced solutions across electrical products, smart metering, EV chargers, renewable energy infrastructure, and digital solutions. This strategic direction positions Elsewedy Electric at the center of the global energy transition and digital economy, while reinforcing its role as a trusted infrastructure and engineering partner across more than 110 countries worldwide.



The Group's Sustainability Strategy is aligned with key international and national frameworks, including the United Nations Sustainable Development Goals (UNSDGs), the Paris Agreement, Egypt Vision 2030, and regional energy transition strategies. Structured around four interconnected pillars, Governance & Economy, Technology & Innovation, Planet & Resources, and People & Society, the strategy establishes the framework through which Elsewedy Electric manages sustainability risks, captures opportunities, and measures progress against its long-term commitments.

Governance & Economy

Unlocking sustainable and inclusive growth



Technology & Innovation

Driving the digital revolution



Planet & Resources

Aligning with nature for a livable future



People & Society

Empowering a thriving society





Governance & Economy

Anchored in the Group's Corporate Environmental and Social Management System (C-ESMS) and aligned with Good International Industrial Practices, the Governance & Economy pillar embeds ESG considerations across strategic decision-making, ethical conduct, and value-chain accountability, advancing transparency, long-term resilience, and sustainable economic growth across the markets the Group serves. In line with this commitment, the Group restructured its Group Legal Department in 2025 into a centralized, strategy-driven function supporting global governance, ethical decision-making, and operational reliability across the Group's five business sectors operating on six continents.



Technology & Innovation

The Technology & Innovation pillar carries the Group's commitment to the digital revolution into every operational layer, from AI-driven predictive analytics and digital twins to IoT-enabled smart infrastructure. These capabilities sharpen operational performance, optimize resource efficiency, and position the Group to deliver future-ready products and services across its global footprint. The pillar was further reinforced in 2025 through the launch of a Corporate Artificial Intelligence (AI) and Data Department, which directly supports environmental, health, safety, and operational performance through dedicated AI-driven tools and data-led decision-making across the Group's value chain.



Planet & Resources

The Planet & Resources pillar drives the Group's climate action agenda, spanning renewable energy deployment, circular economy practices, resource efficiency, and environmental stewardship.

In 2025, this translated into the continued scale-up of low-carbon technologies, SF6-free switchgear solutions, hydrogen-ready infrastructure, and sustainable manufacturing initiatives that reduce environmental impacts while supporting more resilient energy systems for the Group's customers worldwide.



People & Society

The People & Society pillar reflects the conviction that long-term value cannot be created without thriving communities and empowered people. Through educational partnerships, technical academy programs, internships, local hiring initiatives, and targeted community development efforts, the Group translates its sustainability commitments into measurable social impact across its operations and project sites.

Five years into its implementation, the 2020–2030 Sustainability Strategy continues to serve as the framework through which Elsewedy Electric Group manages risk, captures opportunity, and creates lasting economic, environmental, and social value for its stakeholders. By integrating sustainability into every stage of its operations, from engineering and manufacturing to infrastructure development and digital innovation, the Group is building a resilient business capable of delivering on both its commercial ambitions and its responsibilities to the planet and society. This progress is regularly validated externally, most recently through Elsewedy Electric's second consecutive recognition on TIME's World's Best Companies for Sustainable Growth and reinforced by continued participation in leading ESG ratings and benchmarks. Building on this foundation, the following section sets out the Group's commitments and the measurable progress achieved against them during 2025.



Read more in our [2020-2030 Sustainability Strategy](#).



Our Commitments and Progress

Elsewedy Electric has defined a clear set of measurable commitments across its 14 material topics, shaped by the global societal, economic, and environmental transitions reshaping the energy sector, and by the evolving expectations of the Group's stakeholders.

Each commitment is aligned with the United Nations Sustainable Development Goals (UNSDGs) and organized under the four pillars that form the foundation of the 2020–2030 Sustainability Strategy. The table below presents the Group's key targets, baseline data, and the progress achieved during the 2025 reporting year, providing stakeholders with a transparent view of how Elsewedy Electric is translating its sustainability ambitions into measurable performance across its operations worldwide.



	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 8 DECENT WORK AND ECONOMIC GROWTH	Governance and Economy	Corporate Governance			
		Conduct a comprehensive biennial analysis of organizational structure, departments, roles, and responsibilities	-	100% Biennial review of the Group's organizational structure, departments, roles, and responsibilities completed and embedded in governance practices.	100% by 2023, then revised every two years
		Conduct a biennial comprehensive review of all existing corporate policies, standards, instructions, plans and procedures	-	100% Biennial review of all corporate policies, standards, instructions, plans, and procedures completed across the Group.	100% by 2023, then revised every two years
		Develop a corporate context analysis and systematic environmental and social risk assessment process related to the production facilities, turnkey projects, and renewables	-	100% Group-wide context analysis and systematic E&S risk assessment process fully integrated across production facilities, turnkey projects, and renewable energy operations as of 2025.	100% by 2023
	Sustainable Business Model	Establish a Corporate Environmental and Social Management System (C-ESMS) in line with international standards and Good International Industrial Practices (GIIP)	-	100% The Corporate Environmental and Social Management System (ESMS) was officially launched in 2025, fully aligned with international standards and Good International Industry Practice (GIIP). To support effective implementation and promote transparency, Elsewedy launched a dedicated ESMS webpage, providing all employees with access to the system's documentation. A brief introductory video was also developed to raise awareness of the ESMS among both internal and external stakeholders. The ESMS is being progressively embedded across all subsidiaries through a phased implementation approach, complemented by capacity-building initiatives that strengthen consistent application throughout the Group.	100% by 2023

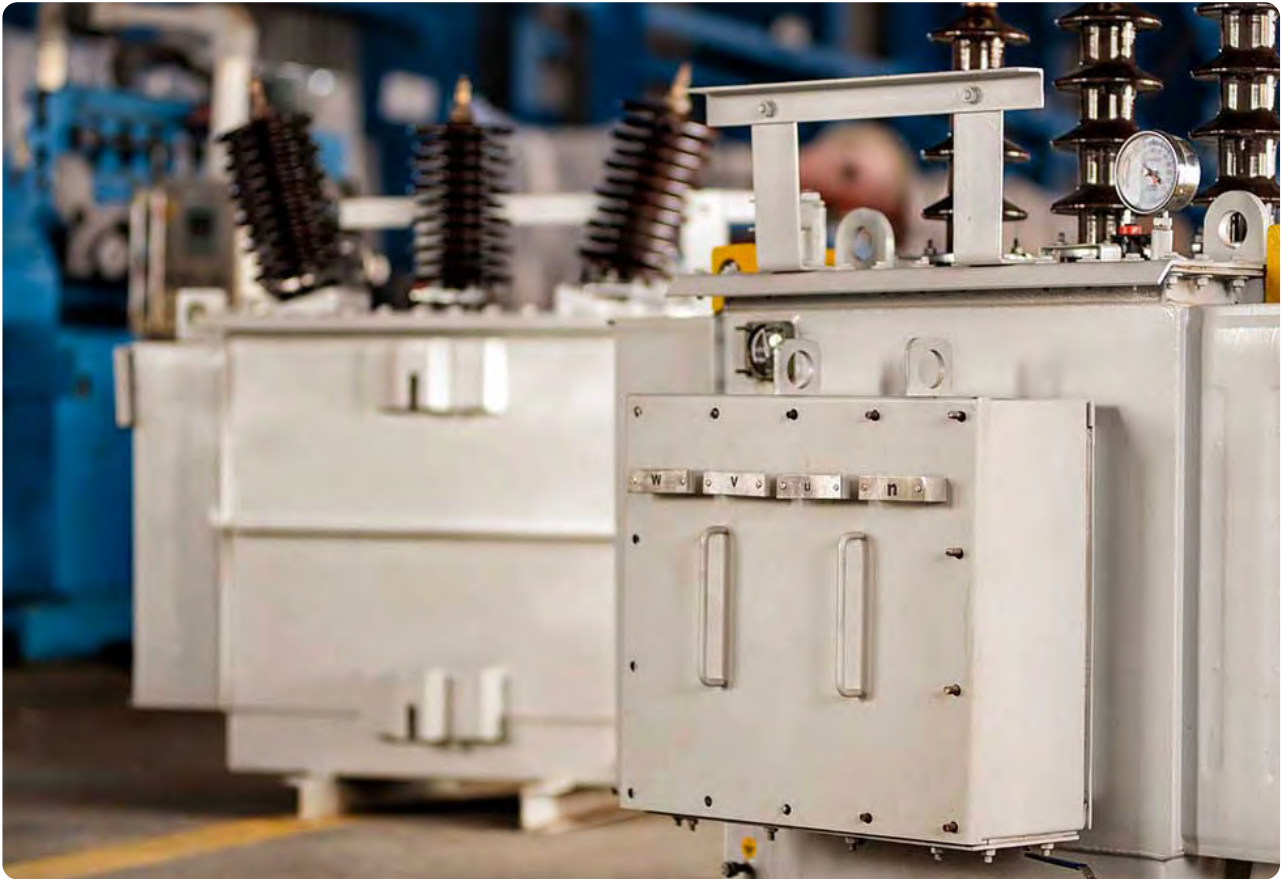
	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
Governance and Economy	ESG Integration	100% of employees ² trained on sustainability and ESG aspects	-	85% A multi-tier ESG training and capacity-building programme, launched in Q3 2024, continued throughout 2025 to strengthen sustainability knowledge and capabilities across the Group. All new hires receive ESG and sustainability training as part of their onboarding, while 100% of employees across all subsidiaries have completed mandatory training on compliance, anti-corruption, and the Code of Conduct. Building on the momentum established in the previous year, the Group hosted its second Sustainability Champions Day in 2025, further reinforcing employee engagement and knowledge sharing on sustainability topics. Group-wide capacity building was also advanced through the rollout of Environmental and Social Management System (ESMS) training across subsidiaries.	100% by 2025
		ESG KPIs identified for each subsidiary /new investment with clear roles and responsibilities assigned to sustainability focal points		80% Dedicated focal points monitor Health, Safety, and Environment (HSE) performance on a quarterly basis across the Group, with quarterly monitoring of Carbon Footprint (CFP) performance also being introduced to strengthen environmental performance oversight.	100% by 2025
		All primary suppliers screened and assessed annually based on their ESG performance and given an ESG Performance Score		50% Elsowedy Electric continued to strengthen the integration of ESG considerations into its procurement processes during 2025 through the rollout of its Supplier ESG Assessment System. As part of the Group's unified supply chain management approach, ESG Supplier Assessment Questionnaires have been introduced across an increasing share of Tier-1 suppliers to incorporate environmental, social, and governance criteria into supplier selection and evaluation. In parallel, the Group continues to manually collect supplier information through standardized Excel-based templates, including data on product carbon footprints, recycled metal content, and Carbon Border Adjustment Mechanism (CBAM)-relevant requirements. This phased implementation supports the systematic assessment of supplier ESG performance, the annual assignment of ESG scores, and the advancement of responsible sourcing while strengthening the availability of supplier sustainability data across the Group.	100% by 2030

16PEACE, JUSTICE AND STRONG INSTITUTIONS

12RESPONSIBLE CONSUMPTION AND PRODUCTION

8DECENT WORK AND ECONOMIC GROWTH

	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
Governance and Economy	ESG Integration	Environmental and Social Due Diligence Process (covering physical and economic displacement, biodiversity and land use, among others) developed, adopted and implemented for all new investments, greenfield developments and renewable energy projects		100% E&S due diligence was embedded into the Group's investment decision-making processes through the implementation of the ESMS. During 2025, E&S due diligence procedures were applied to new investments, greenfield developments, and renewable energy projects, strengthening ESG risk management and supporting responsible project development across the Group.	100% by 2025
		Supplier ESG Capacity Building program developed, adopted and implemented for all primary suppliers based on their ESG Performance		20% Foundational design of the Supplier ESG Capacity Building program completed in 2025; pilot rollout planned for primary suppliers during 2026.	2026



² Employees: This comprises of Elsowedy Electric's Direct and Contracted Workers and Representatives of Primary Suppliers.

	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
Technology & Innovation 11 SUSTAINABLE CITIES AND COMMUNITIES 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 8 DECENT WORK AND ECONOMIC GROWTH	Digitalization With Purpose	100% coverage by digital services	2020: 0%	100% Full digital coverage of the Group's core operations was achieved in 2025, strengthening integrated business processes and data-driven decision-making. Supporting this transformation, the dedicated AI Department accelerated the adoption of AI-enabled solutions to enhance operational efficiency, productivity, and overall operational excellence across the Group.	100% by 2023
		100% coverage by digital ESG & GHG Accounting Management System	2020: 0%	100% During 2025, Elsewedy Electric advanced its ESG reporting capabilities through the implementation of a third-party digital ESG data management system, enhancing the integration, management, and tracking of sustainability data across the Group.	100% by 2025
		100% coverage by remote energy monitoring systems	2020: 0%	30% Remote energy monitoring deployed across selected manufacturing facilities, with phased expansion underway across the Group.	100% by 2030
		Transition to an electrified fleet wherever technically and financially feasible	2020: 0%	In progress Elsewedy Electric continued progressing towards its 2030 target of transitioning at least 50% of its fleet to electric vehicles (EVs). Supporting this ambition, the operations of Elsewedy Plug contribute to expanding the electric mobility ecosystem through the development of EV charging infrastructure, helping create the enabling environment required for the gradual electrification of the Group's fleet while advancing the broader adoption of sustainable transportation solutions.	50% 2030

	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
Planet and Resources 15 LIFE ON LAND 14 LIFE BELOW WATER 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 7 AFFORDABLE AND CLEAN ENERGY 6 CLEAN WATER AND SANITATION	Resource Efficiency & Renewable Sources	40% of energy consumption from renewable energy sources	2020: 0%	3.8% Elsewedy Electric for Electrical Products, a subsidiary of Elsewedy Electric group, successfully procured I-RECs covering 100% of its electricity consumption, increasing its renewable energy share to 67%. Concurrently, on-site solar PV generation at Iskraemeco Slovenia supplied approximately 28% of the facility's electricity demand. Together, these contractual and on-site generation initiatives elevated the Group's total renewable energy share to approximately 3.8%.	40% by 2030
		Reduce energy consumption intensity by 20% and maintain the achieved target	2023	In progress (Manufacturing facilities) As of 2025, energy intensity across all operational manufacturing facilities is recorded at 2.09 MWh per million EGP in revenue, up from 1.93 MWh per million EGP³ in 2024. This increase is mainly attributed to the commissioning of three new manufacturing facilities during 2025 as part of Elsewedy Electric's expansion plan. Comparing only the manufacturing facilities that were operational in 2024 and 2025 will find that the energy intensity changed from 1.93 MWh/million EGP revenue to 1.94 which is less than 1% increase.	20% by 2030
		Reduce water withdrawals intensity by 40% and maintain the achieved target	2023	30% (Manufacturing facilities) As of 2025, water intensity across all operational manufacturing facilities is recorded at 3.99 megaliters per billion EGP in revenue, down from 4.52 megaliters per billion EGP in 2024, marking a 12% decrease.	40% by 2030
		Double investments in renewable energy, climate action, and water projects compared to 2020	2020	In progress Renewable energy and water infrastructure investments continued expanding in 2025, including the 50 MW/100 MWh BESS project in Greece and large-scale water reclamation infrastructure in Egypt.	2X by 2030
	Climate Action	Achieve 100% corporate-wide coverage of Scope 1, 2, and 3 GHG emissions accounting	2023	100% In 2025, Elsewedy Electric continued to account for all relevant and significant Scope 3 emissions categories across all of its operational manufacturing facilities.	100% by 2026

³ 2024 Energy intensity has been updated in 2025 as a result of more accurate electricity consumption data of one of the manufacturing facilities.

	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
Planet and Resources	Climate Action	Introduce interim targets for Scope 1, 2, and 3	2023	100% Elsewedy Electric is committed to setting and adopting near-term emission reduction targets across the organization. We have set near-term targets that are aligned with the 1.5°C pathway, covering 100% of Scope 1 and Scope 2 emissions, with the goal of achieving a 30% reduction by 2030, against 2023 as the base year.	2025
		Net-zero emissions for scope 1 and 2	2023	In progress Scope 1 and 2 emissions increased by 8.2% in 2025 compared to the 2023 base year, primarily due to the commissioning of three new manufacturing facilities, which contributed 6.9% of total emissions, and higher production volumes across the Group. Despite this, Scope 1 and 2 emissions intensity remained 38% below the 2023 baseline, although it increased by 2.7% compared to 2024. Elsewedy Electric remains committed to achieving net-zero Scope 1 and 2 emissions by 2050 through continued decarbonization initiatives.	2050
		Net-zero emissions for scope 3 (including the entire supply chain)	2023	In progress Elsewedy Electric is committed to reducing its Scope 3 emissions, targeting an intermediate 25% reduction by 2035 against a 2025 baseline.	2050
		100% of investment portfolio accounted for under scope 3 emissions	-	In progress Elsewedy Electric is expanding its Scope 3 emissions to include additional categories, with a continued focus on incorporating investment-related emissions into its comprehensive reporting framework.	100% by 2030

* The year 2023 has been set as the new base year for carbon footprint assessments and environmental performance indicators, since this year covers 100% of the Group's manufacturing facilities. This allows for accurate progress comparisons in the future.

	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
Planet and Resources	Circular Economy	100% of packaging free from single-use plastics	-	30% Elsewedy Electric continues to identify and pilot sustainable alternatives to conventional plastic packaging, supported by Egyplast's dedicated plastics R&D department, which develops innovative solutions, including biodegradable additives for plastic packaging. As part of strengthening packaging management across the Group, 14,857 tonnes of packaging materials purchased were tracked during 2025, nearly doubling the volume monitored in 2024 and reflecting enhanced visibility across the Group's operations.	100% by 2030
		90-100% of sourced materials by volume are renewable, recycled, or recyclable.	2022: 60%	60% Nearly 60% of all materials sourced by volume are recyclable. In 2025, Elsewedy Electric further advanced the use of recycled content in wooden and steel cable drums through closed-loop initiatives, reducing reliance on virgin raw materials and supporting circular resource use across the Group.	90% by 2030
		100% green office buildings ⁴	2020: 0%	In progress Green building certification process advancing for corporate offices, supported by energy and water efficiency upgrades.	100% by 2030
		Achieve and maintain a Virtual Zero Waste to Landfill across all manufacturing facilities and 75% diversion from landfill across all construction sites annually	2023*	90% (Manufacturing facilities) A zero-waste-to-landfill management system has been developed, adopted and implemented in several factories and shall be expanded across all factories in upcoming years. In 2025, Elsewedy Electric's operational manufacturing facilities successfully achieved a 90% diversion rate for non-hazardous waste.	100% diversion rate by 2030

⁴ Green office buildings are either EDGE Certified or demonstrate proven savings of 20% in energy and water consumption compared to the baseline.

	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
Planet and Resources 15 LIFE ON LAND 14 LIFE BELOW WATER 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 7 AFFORDABLE AND CLEAN ENERGY 6 CLEAN WATER AND SANITATION	Protecting Ecosystems & Biodiversity Conservation	Develop, adopt and implement a formalized process for identification, assessment, and management of risks and impacts on biodiversity and ecosystem services	-	100% Biodiversity risk identification, assessment, and management process formalized under the Group Biodiversity Policy and ESMS framework.	100% by 2023
		Net-Zero Biodiversity Loss + No deforestation	-	100% Biodiversity-friendly project design and no-deforestation commitments embedded in the Group's project planning and ESMS due diligence processes.	Net-Zero by 2030
	Product Design & Life Cycle Assessment	Environmental Product Declarations (EPDs) or Green Labels developed for 100% of the products	2020: 0%	20% In 2025, Elsewedy Electric added a new dimension to its environmental declaration program by optimizing raw material inputs across its supply chain and manufacturing processes to improve resource efficiency and reduce environmental impacts. The company is targeting 50–70 additional EPDs by the end of 2026, covering 1,400–2,100 products across its core portfolio. By the end of 2025, 35 EPDs had been published on the EPD Hub platform, marking solid progress toward the 2030 goal of achieving full EPD coverage across all products.	100% by 2030
		Allocate 1% of revenues toward R&D in low carbon products and technologies investments	2020: 0.03%	4.2% Elsewedy Electric continues to invest in research and development (R&D) to drive innovation and support the advancement of its products, solutions, and technologies. In 2025, the Group allocated USD 242 million to R&D, representing approximately 4.2% of its total revenues.	1% by 2030

	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
People and Society 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 10 REDUCED INEQUALITIES 5 GENDER EQUALITY 4 QUALITY EDUCATION 3 GOOD HEALTH AND WELL-BEING	Occupational Health and Safety	All employees assessed on a comprehensive well-being metric	-	100% Comprehensive employee well-being assessment integrated across the Group, covering physical, mental, and workplace dimensions.	100% by 2023
		Maintain zero fatalities, major injuries, and severe accidents annually	-	69 incidents In 2025, the group reported 2 fatalities, with a lost-time injury frequency rate of 0.55 per million hours worked, attributable to 67 lost-time injuries.	Zero annually
		Revise and update labor management policies and procedures according to international standards and GIIP	-	100% Labor management policies and procedures fully revised in line with international standards and Good International Industrial Practices.	100% by 2023
		Zero accidents related to hazardous materials safety	-	1 incident Strengthened hazardous-materials safety protocols implemented during 2025 through expanded COSHH training, certified in environmental measurements, and ESMS-aligned chemical management at facility level.	Zero annually
	Employee Development	Achieve and maintain Top Employer Certification	-	NA While the certification has not yet been attained, Elsewedy Electric continued strengthening its people practices in 2025 through enhanced talent development, employee engagement, and performance management. The Group progressed in addressing identified gaps through targeted initiatives and ongoing improvements to its people policies and practices.	Annual
		Assess KPIs related to productivity optimization to eliminate unnecessary workload, processes, or reports	2020: 0%	100% Productivity optimization KPIs implemented across the Group, supported by digital transformation and AI-enabled process improvements.	100% by 2023

	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
People and Society 	Employee Development	Maintain workplace satisfaction levels above 85%	-	75% In 2025, Elsewedy Electric continued to assess employee experience through its annual engagement survey, covering 16 key pillars of the employee lifecycle. The survey achieved a 70% response rate, with an overall employee satisfaction score of 75% and an Employee Net Promoter Score (eNPS) of 56. Employee feedback also reflected high levels of satisfaction with key people practices, including training and development (97%), induction quality (91%), goal setting (93%), performance appraisal (76%), and the Graduate Development Programme (78%). In addition, the Group maintained a 92.6% retention rate for top talent, demonstrating the effectiveness of its employee engagement and talent development initiatives.	>=85% annually
		Comprehensive diversity and inclusion annual assessment	-	30% Elsewedy Electric continued advancing its diversity and inclusion agenda in 2025 by conducting a comprehensive assessment to identify opportunities for improvement and inform targeted actions to foster a more diverse, equitable, and inclusive workplace across the Group.	100% by 2025
	Diversity & Inclusion	30% women within the workforce	2020: 7%	8% Women represent 8% of the Group's workforce in 2025; dedicated programs continue to expand female representation across technical and leadership roles.	30% by 2030
		20-25% women within the board and management	2020: 9%	11% In 2025 women represented 11% of all management positions at Elsewedy Electric, including top, middle, and junior levels.	20-25% by 2030
		All operations are audited for human rights compliance annually	-	100% Annual human rights audits conducted across operations, supported by the Group Human Rights Policy and the ESMS due diligence framework.	Annual
	Human Rights and Working Conditions				

	Material Topic	Key Targets	Baseline	2025 Performance	Target Year
People and Society 	Human Rights and Working Conditions	100% of employees covered by human rights training on an ongoing basis	-	100% Human rights training continues to be rolled out across subsidiaries, with full coverage targeted in line with annual capacity-building plans.	Annual
		Zero human and labor rights violations across the supply chain	-	ZERO Zero confirmed human and labor rights violations recorded across the Group's supply chain in 2025.	Zero by 2025
	Local Community Impact	All new community projects to have a balanced contribution to all SDGs within their geographic boundaries	-	100% All new community projects designed with balanced contributions to the SDGs within their geographic context.	2023
		Affected communities continuously engaged throughout the project life cycle for all new and existing developments	-	100% Stakeholder engagement frameworks integrated across all new and existing developments, in line with the ESMS Stakeholder Engagement Plan.	2025
		Adopt Local Community Hiring Policy	-	100% Local community hiring practices embedded across Group operations, particularly across E&C projects in Egypt, Africa, and the GCC.	2025
		Volunteering events with local communities	-	100% Volunteering activities organized annually across operations, including community planting initiatives, and Elsewedy Electric Foundation led programs.	Annual
		Partnerships per community with local NGOs and CSOs, with focus on SDGs	-	100% Active partnerships maintained with local NGOs and civil society organizations focused on SDGs across the Group's countries of operation.	2025
		Develop and adopt Land Acquisition and Resettlement Operational Procedures	-	100% Land Acquisition and Resettlement Operational Procedures developed, adopted, and embedded as per the ESMS framework.	2023

Contribution to the SDGs

The United Nations Sustainable Development Goals (SDGs) provide a shared global blueprint for protecting the planet, ending poverty, and building peaceful, equitable societies. Elsewedy Electric integrates these objectives into its strategy and operations, advancing them both directly, through its products, projects, and people, and indirectly across its wider value chain.

As a proud signatory of the [UN Global Compact \(UNGC\)](#) since 2018, Elsewedy Electric continues to align its business with the UNGC's Ten Principles and to report transparently on its progress through its annual Communication on Progress, reaffirming a long-standing commitment to responsible business conduct and meaningful contribution to the SDGs.



Making an Impact across our Value Chain

SDGs with significant impacts

Our Suppliers



Business Operations



Clients and Customers



Local Communities



SDG	Value Chain	Role in Advancing SDGs	Key Projects and Initiatives
		Elsewedy Electric supports economic resilience across its value chain through fair compensation, responsible procurement, and the creation of local employment and development opportunities that help individuals and communities thrive.	Local job creation across E&C and manufacturing operations, including approximately 200 direct and 500 indirect jobs sustained in Tanzania; continued application of the Group's fair-compensation framework; and an EGP 2.5 million contribution to the Egyptian Clothing Bank and community welfare programs Read more Human Rights, Compensation and Benefits
		Elsewedy Electric strengthens food security by improving energy access in rural areas and supporting modern agricultural, irrigation, food-storage, and food-processing infrastructure.	Elsewedy Watanya's strategic protocol with the Agricultural Bank of Egypt to provide farmers with tailored financing and modern infrastructure; the development of the MAFI Egypt Food Complex in Sadat City (five processing plants, targeting LEED Gold) by Rowad Modern Engineering; and pivot-irrigation solutions supporting agricultural productivity. Read more Commitment to Community Impact
		Elsewedy Electric protects the health and well-being of its employees and communities through dedicated physical and mental-health programs and by enabling reliable power supply to healthcare facilities.	Completion of the New Giza University Hospital (164 beds) by Rowad Modern Engineering; Rowad medical convoys delivering on-site screening for chronic conditions; and employee well-being sessions on mental health and breast-cancer awareness, including a partnership with the Baheya Foundation. Read more Commitment to Community Impact, Diversity, Equity and Holistic Well-being
Our Suppliers Business Operations Clients and Customers Local Communities			

SDG	Value Chain	Role in Advancing SDGs	Key Projects and Initiatives
		Elsewedy Electric invests in technical and vocational education to equip young people and its workforce with the skills required by modern industry and the clean-energy transition	Graduation of the twelfth Elsewedy Technical Academy cohort; the establishment of three Centres of Competence in Renewable Energy and Energy Efficiency in Belbeis, Minya, and New Aswan; new Applied Technology Schools in partnership with Italian institutions; the "Rowad Without Illiteracy" worker-literacy program; and more than 110,000 employee training hours delivered Group-wide. Read more Talent Attraction and Development, Empowering the Next Generation: Elsewedy Technical Academy
		Elsewedy Electric advances gender equality by addressing disparities and embedding diversity, equity, and inclusion across its workforce and communities	Women represented 8% of the workforce and 9% of board and senior management (including three female board members); female employees received an average of 8.9 training hours, well above the Group average; Rowad Modern Engineering advanced a gender-equality and women-empowerment program with GIZ and Smart Civic; and an International Women's Day workshop was held with Safe Egypt. Read more Diversity, Equity and Holistic Well-being, Empowering the Next Generation: Elsewedy Technical Academy
		Elsewedy Electric safeguards water quality and availability by conserving water across its facilities and providing efficient water-management solutions for industry and communities.	MID-certified Iskramatic IW.1 smart water meter with advanced leak-detection to reduce non-revenue water; high-efficiency Xylem pumping solutions for municipal and industrial water projects via Elsewedy Machinery; and advanced wastewater-treatment systems aligned with the ESMS Water Management plans. Read more Accelerating Decarbonization with Efficient and Digital Products and Solutions, Managing Resources Responsibly
Our Suppliers Business Operations Clients and Customers Local Communities			

SDG	Value Chain	Role in Advancing SDGs	Key Projects and Initiatives
	 	Elsewedy Electric expands access to clean, reliable, and affordable energy through renewable generation, grid modernization, and energy-efficient solutions, empowering underserved communities.	Full completion of the 2,115 MW Julius Nyerere Hydropower Plant in Tanzania, expected to bring electricity access to more than 60 million people; delivery of the 348 MW Saad Solar PV Project in Saudi Arabia with Jinko Power; battery-energy-storage solutions in Greece; and the Green Port Solar Project in Djibouti (23 MWp with battery storage). Read more Managing Resources Responsibly, Empowering Communities With Sustainable Energy Access
		Elsewedy Electric upholds workers' rights and dignity, continuously improving working conditions across its operations and supply chain to ensure fair, safe, and supportive workplaces.	Zero confirmed human-rights violations across operations and the supply chain; 100% coverage of employees, governance bodies, and partners under anti-corruption training; sustained collective-bargaining coverage across key subsidiaries; and a 100% return-to-work and twelve-month retention rate following parental leave. Read more Human Rights
	 	Elsewedy Electric drives sustainable industrial innovation, developing modern, resource-efficient products and infrastructure that lower environmental impact across their lifecycle.	Launch of the Group-wide AI Transformation Program under a newly appointed Chief AI Officer; publication of 35 third-party verified Environmental Product Declarations; deployment of the region's first SF₆-free Blue GIS substation technology; inauguration of the largest telecom-cable facility in the Middle East; and AI/IoT/digital-twin operations at the Iskraemeco smart factory. Read more Accelerating Decarbonization with Efficient and Digital Products and Solutions, Sustainable Manufacturing
Our Suppliers Business Operations Clients and Customers Local Communities			

SDG	Value Chain	Role in Advancing SDGs	Key Projects and Initiatives
		Elsewedy Electric promotes inclusion and equal opportunity, reducing inequalities across its workforce and the communities in which it operates.	Inclusive education and employment for persons with disabilities, including a dedicated Applied Technology School cohort supported by ADCB and a 36-student program with Swiss Garment; local-community hiring practices embedded across E&C projects in Egypt, Africa, and the GCC; and equal-opportunity workforce practices Group-wide. Read more Human Rights, Diversity, Equity and Holistic Well-being
	 	Elsewedy Electric enables more sustainable urban living by providing integrated energy, mobility, and digital-infrastructure solutions for smarter, more efficient communities.	Integrated energy and smart-metering infrastructure for residential developments (including partnerships with Marriott on El Jazi, ACUD on the R3 project, and Sahara Development at Hadaba); structured cabling for Egypt's Bus Rapid Transit; and expansion of the Plug Elsewedy Electric EV-charging network. Read more Accelerating Decarbonization with Efficient and Digital Products and Solutions, Sustainable Manufacturing, Empowering Communities With Sustainable Energy Access
	 	Elsewedy Electric embeds circularity across its operations, minimizing resource use and waste while extending product life and recovering materials	Continued cable-drum redesign using recycled wood and steel; a plastic-free workplace initiative distributing 1,225 reusable flasks and avoiding more than 40,000 single-use items; Iskraemeco's ~95% recyclable modular meters and 90% waste-recycling rate; and the Elsewedy Electric Pakistan "Scrap Saving" program. Read more Circular Economy and Product Stewardship
Our Suppliers Business Operations Clients and Customers Local Communities			

SDG	Value Chain	Role in Advancing SDGs	Key Projects and Initiatives
		Elsewedy Electric actively addresses climate change by reducing emissions across its operations and value chain and by enabling the decarbonization of the energy systems it serves.	A 36% improvement in emissions intensity; finalization of interim targets aligned with the Science Based Targets initiative ; the Group's eighth Carbon Footprint assessment with an expanded Scope 3 boundary; and avoided-emissions quantification (Iskraemeco smart meters avoided an estimated 3.45 million tonnes of CO₂). Read more Accelerating Decarbonization Toward a Low-Carbon Economy, Managing Resources Responsibly
		Elsewedy Electric helps protect marine ecosystems through rigorous solid- and hazardous-waste management and responsible operational practices.	Strengthened hazardous-materials handling and disposal protocols across manufacturing facilities; zero major environmental incidents recorded across Engineering & Construction sites; and environmental controls embedded in submarine-cable manufacturing operations. Read more Protecting Ecosystems and Biodiversity Conservation
		Elsewedy Electric works to conserve terrestrial ecosystems by minimizing its operational footprint and integrating biodiversity considerations into its activities.	Group-wide biodiversity assessment confirming no facilities located in or near protected or biodiversity-sensitive areas; the beginning of TNFD-aligned reporting; embedded no-deforestation commitments; and community tree-planting (eight ginkgo trees in Kranj, Slovenia, expected to absorb ~12 tonnes of CO₂). Read more Protecting Ecosystems and Biodiversity Conservation
Our Suppliers Business Operations Clients and Customers Local Communities			

SDG	Value Chain	Role in Advancing SDGs	Key Projects and Initiatives
		Elsewedy Electric reinforces accountable and transparent institutions through robust governance, ethics, and reporting mechanisms across its operations.	Zero confirmed incidents of corruption Group-wide; refresh of the Group Employee and Third-Party Codes of Conduct (December 2025); confidential whistleblowing channels; and 100% completion of anti-corruption and compliance training. Read more Integrity and Compliance at the Core of Elsewedy Electric's Business
		Elsewedy Electric advances shared sustainability goals through transparent, collaborative partnerships across its value chain and the wider industry.	Continued engagement through Chapter Zero Egypt and the Alliance for Industry Decarbonization; a strategic cooperation agreement with State Grid Corporation of China (SGCC); and collaborations with development partners including GIZ and KfW on education and energy-transition initiatives. Read more Partnerships for Impact
Our Suppliers Business Operations Clients and Customers Local Communities			

Connecting with Stakeholders

Esewedy Electric maintains open, transparent, and inclusive engagement with stakeholders across its value chain, guided by its Corporate Stakeholder Engagement Plan (SEP). Ongoing dialogue helps the Group understand stakeholder expectations, address the issues most material to them, and respond through the channels each group values most.

Stakeholder	How We Create Value	Key Achievements
Communities 	Esewedy Electric strengthens communities through targeted social investment and inclusive energy access. Working primarily through the Esewedy Electric Foundation, the Group expands access to clean energy, raises environmental awareness, and supports long-term local development, partnering with local stakeholders to make sustainability tangible in the communities it serves.	EGP 500 million contributed to community programmes in 2025
Employees 	Esewedy Electric nurtures a culture of open communication and continuous feedback. Regular engagement surveys capture employee experiences and surface areas for improvement, enabling the Group to respond to its people's needs, strengthen workplace satisfaction, and build a more collaborative, high-performing organization.	75% Overall employee satisfaction; Net Promoter Score of 56 (2025 engagement survey)
Government & Regulators 	Esewedy Electric engages proactively with government bodies and regulators to ensure full compliance with applicable laws and standards. Through regular meetings, consultations, and inspections, the Group sustains alignment and transparency, and meets all reporting and regulatory obligations, including those of the Egyptian Exchange (EGX) and the Financial Regulatory Authority (FRA).	Zero confirmed incidents of non-compliance with laws and regulations in 2025



Stakeholder	How We Create Value	Key Achievements
Financial Partners 	Esewedy Electric links its sustainability agenda directly to long-term value creation and financial resilience. By embedding ESG considerations into its business model, the Group delivers durable performance while advancing its sustainability goals, reinforcing investor confidence and offering financial partners stable, responsible growth opportunities.	EGP 281 billion Consolidated revenues
Clients 	Esewedy Electric is committed to high-quality, efficient, and environmentally responsible products that meet evolving customer needs. The Group prioritizes product safety, reliability, and cybersecurity to deliver a secure and seamless experience, underpinned by ISO 9001 quality management across its manufacturing facilities.	ISO 9001 Maintained across all Group manufacturing facilities
Suppliers 	Esewedy Electric partners with its suppliers to build a more sustainable, efficient, and responsible supply chain. Through capacity-building, knowledge-sharing, and open communication, the Group helps suppliers meet its standards and adopt sustainable practices, supporting resource protection, ethical sourcing, and broader economic opportunity.	75% Of Tier 1 suppliers assessed for ESG and human-rights risk in 2025

Materiality Assessment

In 2025, Elsewedy Electric conducted a targeted review and update of its materiality assessment to ensure continued alignment with the Group's evolving business strategy, international expansion, and the priorities of its global stakeholder community.

The review reflected on the growing centrality of climate resilience, the energy transition, digital transformation, and sustainable industrial development to the markets in which the Group operates, and how these forces are reshaping the expectations placed on engineering, manufacturing, and infrastructure companies worldwide.



Building on the outcomes of the 2024 double materiality assessment, the 2025 review evaluated current and potential impacts, risks, and opportunities associated with the Group's operations, products, and value chain. Emerging priorities, including renewable energy infrastructure, low-carbon products and technologies, supply chain resilience, occupational health and safety, and digital transformation, received particular attention, reflecting the evolving operating context of the Group's five business sectors.

The assessment process continued to be guided by the principles of the six capitals, financial, manufactured, intellectual, human, social and relationship, and natural capital, enabling the Group to evaluate both the impacts of its activities on society and the environment (impact materiality) and the sustainability-related risks and opportunities that may influence long-term business performance and value creation (financial materiality).

The 2025 review incorporated the perspectives of external and internal stakeholders through the Group's established engagement channels, including customers and clients, investors and lenders, governments and regulators, suppliers and contractors, local communities, industry partners and employees. Insights were assessed alongside regulatory developments (including CSRD/ESRS and IFRS S1/S2 alignment), sector dynamics, peer benchmarking and the [Group's Sustainability Strategy 2020–2030](#).

The prioritised results are presented in the materiality matrix and, in the consolidated IRO register below, which discloses the principal impact, risk and opportunity for each topic together with its value-chain location, time horizon and the capitals affected. The results of the 2025 double materiality assessment are being integrated within the Group's Enterprise Risk Management process: material sustainability issues are mapped to the Group risk register, and identified climate, supply-chain, OHS and cyber risks are monitored through the Audit, Risk & Compliance Committee.

The review also reaffirmed the importance of sustainable manufacturing, workforce development, and community impact. Throughout the year, Elsewedy Electric expanded its industrial footprint and contributed to local economic development through targeted manufacturing

investments, the continued growth of its industrial cities, and a range of technical training programs, internships, and local employment initiatives across several regional markets.

While the Group's 14 core material topics remain consistent with previous reporting cycles, the 2025 Sustainability Report places greater emphasis on performance progress, operational achievements, and measurable outcomes within each topic area, supporting greater transparency and demonstrating how Elsewedy Electric translates its sustainability priorities into tangible value for its stakeholders.

A detailed overview of the Group's material topics, associated impacts, and performance highlights is presented across the chapters that follow.



2025 Double Materiality Matrix

Material topics

Governance & Economy

- 1 Corporate Governance
- 2 ESG Integration
- 3 Sustainable Business Model

Technology & Innovation

- 4 Digitalization with Purpose

Planet & Resources

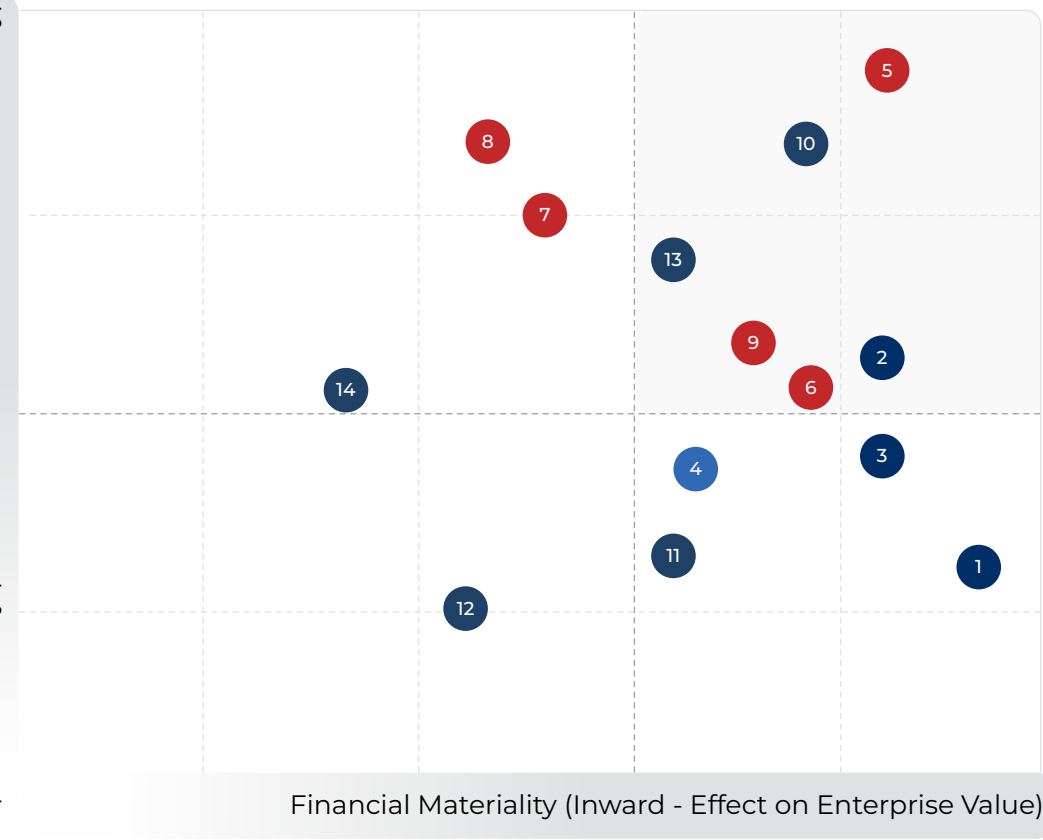
- 5 Climate Action
- 6 Resource Efficiency & Renewable Sources
- 7 Circular Economy
- 8 Protecting Ecosystems & Biodiversity
- 9 Product Design & Life Cycle Assessment

People & Society

- 10 Occupational Health and Safety
- 11 Employee Development
- 12 Diversity and Inclusion
- 13 Human Rights and Working Conditions
- 14 Local Community Development

High

Impact Materiality (Outward - Effect on Environment & Society)



High

Our Focus Areas

Building on the outcomes of its 2025 double materiality assessment, Elsewedy Electric has identified strategic focus areas that reflect both the Group's most significant impacts on people and the environment, and the sustainability-related opportunities that drive long-term value creation.

These priorities underpin the Group's sustainability agenda for 2025 and beyond.



Accelerating Climate Action

Advancing decarbonization across the Group's operations, value chain, and products to mitigate climate-related risks, enhance competitiveness in evolving markets, comply with emerging regulations such as CBAM, and support the global energy transition.



[Read More](#)

Accelerating Decarbonization toward a Low-Carbon Economy,
Elsewedy Electric's Commitment to Decarbonization

Advancing a Sustainable Supply Chain

Embedding responsible sourcing, ethical procurement, and active supplier engagement to build value chains that are resilient, transparent, and mindful of their environmental and social footprint.



[Read More](#)

Human Rights, Sustainable Supply Chain Management,
and Environmentally Responsible Sourcing

Enhancing Product Transparency through LCA and EPDs

Using Life Cycle Assessments and third-party verified Environmental Product Declarations to give customers transparent, science-based data, spur low-carbon innovation, and reduce the lifecycle footprint of the Group's products.



[Read More](#)

Circular Economy and Product Stewardship

Driving Performance through ESG Integration and Governance

Applying an ESG lens to every decision through a Group-wide Environmental and Social Management System and dedicated sustainability governance, ensuring responsible growth and long-term value creation are managed at every level.



[Read More](#)

Group Environmental and Social Management System,
Strategic Sustainability Governance

Advancing Digital Innovation and AI Technologies

Embedding digital innovation and artificial intelligence across the Group through dedicated leadership, enterprise-wide collaboration, and responsible implementation. Our specialised AI function is developing scalable solutions that enhance operational excellence, accelerate innovation, and create long-term value across every area of the business.

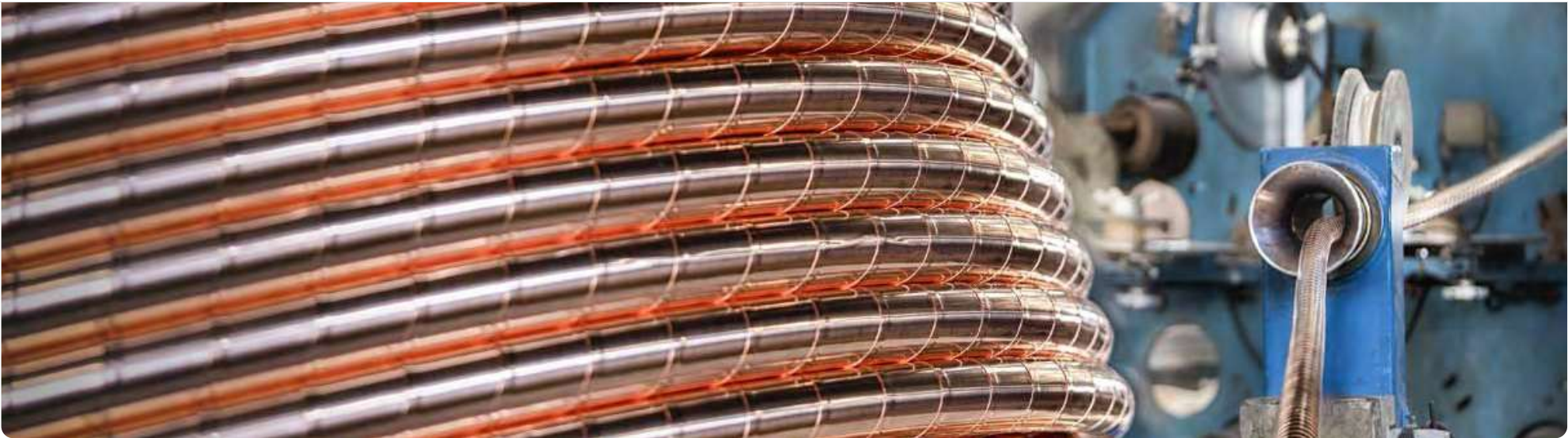


[Read More](#)

Digital Trust and Security,
Accelerating Decarbonization with Efficient and Digital Products and Solutions

Assessing and Managing our Sustainability Impacts, Risks, and Opportunities

The table below summarises the principal impacts, risks, and opportunities (IROs) identified for each material topic, together with their value chain location, time horizon, and affected capitals. It further highlights Elsewedy Electric's 2025 performance and the key mitigation and management measures implemented to address risks, leverage opportunities, and strengthen positive environmental, social, and economic outcomes.



Material Topic	Impact Materiality	Financial Materiality		Key Policies, Procedures, and Systems	Key 2025 Actions and Performance
		Risks	Opportunities		
Corporate Governance	Governance quality determines accountability, anti-corruption outcomes and the confidence of shareholders, regulators, partners and communities across the many jurisdictions in which the Group operates.	Operating across regions with differing enforcement of business-ethics laws, managing local agents and subcontractors, complex project financing and permitting, and competitive public and private bidding all create anti-corruption and compliance exposure; unethical practices could damage reputation and threaten future revenue.	Effective governance and risk and crisis management lower the cost of capital, improve strategic decision-making, attract top talent and underpin long-term financial planning and organisational resilience.	- Group Sustainability Strategy 2020-2030 - Board of Directors and Executive Management - Audit and Risk Management Committee Charter - Compensation and Remuneration Committee Charter - Whistleblowing Policy - Fraud Control Policy - Anti-Corruption and Anti-Money Laundering Policy - Sanctions Policy; - Group Gifts, Entertainment & Hospitality Policy - ISO 37301	In 2025, the Group reinforced its governance framework through the December 2025 refresh of the Group Employee Code of Conduct and supporting compliance policies, and continued Board oversight of sustainability through its committee structure, including three female Board members. The Group-wide Speak-Up portal remained accessible to all stakeholders, with reported cases managed through a structured, confidential process and resolved during the year. Read more Strategic Sustainability Governance Leading with Integrity, Driving Accountability
ESG Integration	Embedding ESG across strategy and operations strengthens environmental stewardship and social responsibility and supports Egypt's national development goals and climate priorities.	As ESG regulation and disclosure expectations rise locally and globally, poor integration could lead to reputational damage, regulatory non-compliance and diminished investor and customer trust.	Strong ESG integration positions the Group as a sustainability leader, unlocking new markets, green financing and ESG-focused investors while reinforcing resilience through better management of environmental and social risks.	- Group Sustainability Strategy 2020-2030 - Group Environmental and Social Management System (ESMS) - Integrated Management System (ISO 9001, 14001, 45001, 50001)⁶ - ISO 3834-2	During 2025, the Group continued embedding its C-ESMS across subsidiaries and lines of business and strengthened external recognition of its ESG performance: an S&P Global CSA score of 52/100, an EcoVadis Silver Medal (77/100), B score in CDP's Climate Change, Water Security, and Supplier Engagement, and a Sustainalytics Low-Risk rating of 18.5. The Group was also recognized, for the second consecutive year, as the only Egyptian, African, and Middle Eastern engineering, manufacturing, and technology company in TIME's 500 World's Best Companies for Sustainable Growth. Read more Strategic Sustainability Governance Group Environmental and Social Management System

⁶For more details, please refer to the Annex: Certifications Status.

Time horizon

Short-term (<1year)

Medium-term (1-3 years)

Long-term (>10 years)

Value chain

Upstream

Own operations

Downstream (products, services, projects etc.)

Capitals

Financial capital

Manufactured capital

Intellectual capital

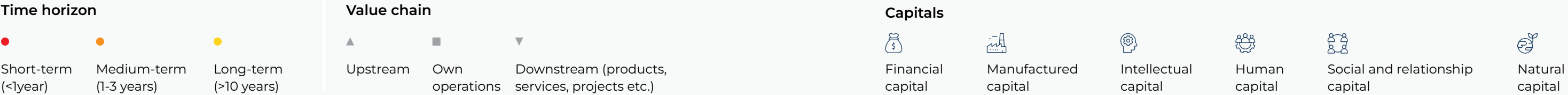
Human capital

Social and relationship capital

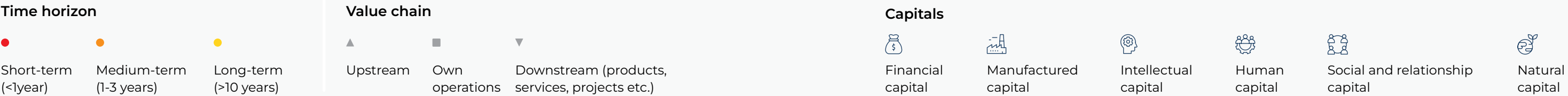
Natural capital

Material Topic	Impact Materiality	Financial Materiality		Key Policies, Procedures, and Systems	Key 2025 Actions and Performance
		Risks	Opportunities		
Sustainable Business Model	The Group's energy infrastructure, cables, smart metering and turnkey solutions enable access to clean, reliable and efficient energy across Africa, the Middle East and beyond, supporting a just energy transition.	A portfolio that lags the energy transition and evolving stakeholder expectations would expose the Group to declining demand and stranded capabilities.	Growth in renewables, grid modernization, smart infrastructure and future-ready technologies diversifies revenue and strengthens the Group's role in shaping a resilient regional energy transition.	- Group Sustainability Strategy 2020-2030 - Group Environmental and Social Management System (ESMS) - Integrated Management System (ISO 9001, 14001, 45001, 50001)⁷	In 2025, Elsewedy Electric continued to strengthen its sustainable business model by expanding integrated energy and infrastructure solutions that support the global energy transition. The Group completed the implementation of its Environmental and Social Management System (ESMS) across all subsidiaries, mainstreaming sustainability into operations through strengthened governance, risk management, and comprehensive capacity-building programmes. Together with continued investments in renewable energy, smart infrastructure, and transmission and distribution projects, these efforts enhanced business resilience, operational excellence, and long-term value creation. Read more Group Environmental and Social Management System; Accelerating Decarbonization with Efficient and Digital Products and Solutions
Digitalization With Purpose	The Group's energy infrastructure, cables, smart metering and turnkey solutions enable access to clean, reliable and efficient energy across Africa, the Middle East and beyond, supporting a just energy transition.	A portfolio that lags the energy transition and evolving stakeholder expectations would expose the Group to declining demand and stranded capabilities.	Growth in renewables, grid modernization, smart infrastructure and future-ready technologies diversifies revenue and strengthens the Group's role in shaping a resilient regional energy transition.	- Information Security Policy - HR Security Policy - Logical Access control Policy - Network Security Policy - Computing environment Management Policy - Information Security Incident Management Policy - Acceptable Use and Agreement Policy - ISO 27001 - ISO 27017 - ISO 27018 - ISO 33061	In 2025, the Group launched its Group-wide AI Transformation Program under a newly appointed Chief AI Officer, structured around six strategic pillars spanning operations, supply chain, workforce, finance, compliance, and customer intelligence. Information security was strengthened through the October 2025 launch of the Elsewedy Awareness-IT learning platform and targeted cybersecurity campaigns, while subsidiaries including Iskraemeco Slovenia maintained ISO 27001 certification for information-security management. Read more Digital Trust and Security
Climate Action	Energy-intensive manufacturing, reliance on fossil fuels and value-chain activities generate GHG emissions, while the Group's products and renewable-energy solutions enable emissions reductions for customers and support global climate goals and Egypt's environmental resilience.	Transition risks such as rising energy costs, potential carbon pricing and stricter emissions-related regulation, and physical risks such as extreme heat, flooding and power interruptions threaten cost structures and operational continuity.	Energy efficiency, renewable-energy transition and transparent disclosure reduce costs, open access to new markets, green financing and preferred-supplier status in low-carbon infrastructure and enable investment in future-ready business models.	- Group Climate Transition Plan - Group Environmental Policy - Group Sustainability Strategy 2020-2030 - Group ESMS - Group Climate Policy - ISO 14001 - ISO 50001	In 2025, Elsewedy Electric accelerated its climate action agenda by advancing decarbonization across its operations, value chain, and products. The Group further strengthened its greenhouse gas accounting and climate disclosures through expanded emissions reporting, enhanced Scope 3 data quality, and continued CDP reporting. Significant progress was also made in assessing product carbon footprints and preparing Environmental Product Declarations (EPDs), supporting customer transparency and readiness for evolving regulatory requirements, including the EU Carbon Border Adjustment Mechanism (CBAM). During the year, Elsewedy Electric also developed and published a Group Climate Transition Plan (CTP) and initiated physical climate risk assessments across selected operations, strengthening climate resilience and informing long-term strategic decision-making. Read more Accelerating Decarbonization toward a Low-Carbon Economy; Elsewedy Electric's Commitment to Decarbonization

⁷ For more details, please refer to the Annex: Certifications Status.



Material Topic	Impact Materiality	Financial Materiality		Key Policies, Procedures, and Systems	Key 2025 Actions and Performance
		Risks	Opportunities		
Resource Efficiency & Renewable Sources	Optimising energy, water and material use reduces waste, emissions and pressure on ecosystems, supporting national sustainability priorities in resource-constrained settings such as Egypt.	Reliance on non-renewable inputs and exposure to energy and water scarcity can drive cost volatility, supply disruption and regulatory penalties; water stress in MENA and Africa is an emerging risk for cooling, manufacturing and wastewater discharge.	Energy efficiency, on-site renewables, water reuse and material recycling deliver cost savings, resilience and revenue growth.	- Group Environmental Policy - Group Sustainability Strategy 2020-2030 - Group Climate Policy - Group Water Policy - ISO 14001 - ISO 50001	In 2025, the Group advanced energy and water efficiency across its manufacturing footprint, supported by expanded on-site renewable generation, including Iskraemeco Slovenia's third rooftop solar system (170 kWp) with 183 kWh battery storage, raising its share of green electricity to approximately 38%. These initiatives support the Group's 2030 target of sourcing 40% of energy from renewable sources. Read more Sustainable Manufacturing
Circular Economy	Reuse, recycling and waste minimisation reduce landfill impacts and the environmental footprint of raw-material extraction across the product life cycle.	Tightening regulation (e.g. Egypt's 2020 Waste Management Law), cost volatility from virgin materials and emerging global critical-mineral supply constraints (copper, aluminium, rare earths) could disrupt supply security and raise costs.	Cost savings, recycled-content products, new business models such as resale and take-back schemes, stronger supply-chain resilience and stakeholder trust through leadership in sustainable manufacturing.	- Group Environmental Policy - ESMS – Environmental OMPs - Group Climate Policy - Group Water Policy - ISO 14001	In 2025, the Group continued to embed circularity across operations: Elsewedy Cables advanced its recycled-content cable-drum redesign; a Group-wide plastic-free workplace initiative distributed 1,225 reusable flasks and avoided more than 40,000 single-use items in its first year; and Iskraemeco maintained an approximately 90% waste-recycling rate alongside its ~95% recyclable modular meter platform. Read more Circular Economy and Product Stewardship; Sustainable Manufacturing
Protecting Ecosystems and Biodiversity Conservation	Responsible land use, pollution prevention and habitat protection safeguard the natural resources and ecosystem services on which the Group and surrounding communities depend; unmanaged construction, emissions or waste can damage local ecosystems.	Ecological damage can trigger regulatory penalties, community opposition and costly project delays, particularly on greenfield and renewable-energy developments.	Integrating biodiversity into project planning and aligning with TNFD recommendations strengthens compliance, reputation, the social licence to operate and attractiveness as a partner for sustainable infrastructure.	- Group Environmental Policy - Group Biodiversity Policy - Group Sustainability Strategy 2020-2030 - Elsewedy Electric Land Acquisition Procedures - ESMS – Environmental OMPs - ISO 14001	In 2025, the Group formalised biodiversity management through its Environmental and Social Due Diligence and Land Acquisition Operating Procedures under the Group-wide ESMS, while none of its facilities are located in or near protected or biodiversity-sensitive areas. The Group also began aligning with the recommendations of the TNFD, integrating nature-related risk into enterprise risk management. Read more Protecting Ecosystems and Biodiversity Conservation; TNFD Correspondence Table



Material Topic	Impact Materiality	Financial Materiality		Key Policies, Procedures, and Systems	Key 2025 Actions and Performance
		Risks	Opportunities		
Product Design and Life Cycle Assessment	Environmental and social externalities arise across the life of electrical and electronic products, from raw-material sourcing through use to end-of-life; eco-design and LCA reduce these impacts for society and the environment.	Failure to consider life-cycle impacts could expose the Group to rising environmental regulation, restricted market access, reputational damage and long-term operational costs.	Eco-design, LCA and certified Environmental Product Declarations (EPDs) drive innovation, reduce material and compliance costs and create a competitive edge with environmentally conscious clients and regulators.	Group Sustainability Strategy 2020-2030 Published EPDs (EPD Hub)	In 2025, Elsewedy Electric advanced product stewardship by expanding the use of Life Cycle Assessments (LCAs) and third-party verified EPDs across its portfolio (35 EPDs published on the EPD Hub platform as of 2025 year-end). These efforts strengthened product transparency, supported customers in meeting emerging regulatory and market requirements, including CBAM, and reinforced the Group's commitment to developing lower-carbon, resource-efficient products throughout their life cycle. Read more Circular Economy and Product Stewardship
Occupational Health and Safety	OHS performance safeguards the physical and mental well-being of employees, contractors and surrounding communities across manufacturing sites and projects, and sets a positive industry benchmark.	Inadequate OHS controls can result in serious injuries, fatalities, legal liabilities, operational disruption and reputational damage undermining productivity and morale.	World-class safety systems, continuous training and hazard prevention improve workforce engagement, credibility with clients, regulators and international partners, and strengthen competitive advantage and the social licence to operate.	Group ESMS Group Occupational Health and Safety (OHS) Policy Group OHS Procedures ISO 45001	In 2025, the Group updated its OHS policies and procedures under the Group-wide ESMS and sustained ISO 45001 certification across subsidiaries and sites. At the Group level, two fatalities and 67 Lost Time Injuries (LTIs) were recorded in 2025, reinforcing the continued importance of strengthening occupational health and safety performance across operations. Progress was nevertheless achieved in several areas, with Elsewedy Transformers surpassing 1,000 consecutive days without an LTI and Engineering & Construction operations continuing to advance their safety performance. Read more Prioritizing Occupational Health and Safety
Employee Development	Investing in workforce skills strengthens human capital and generates broader social impact through youth upskilling and professional advancement in local labour markets.	Inadequate training risks skill gaps, high turnover and reduced competitiveness in a fast-evolving industry.	A well-developed workforce improves productivity, reduces recruitment costs, supports succession planning and positions the Group as an employer of choice.	Promotion Policy Performance Appraisal Policy Loan Policy Recognition Policy Overseas Travel Policy	In 2025, the Group delivered more than 110,000 training hours (an average of 4.7 hours per employee, with female employees averaging 8.9 hours), supported by the Functional Academies framework, the Graduate Development Program, and leadership-development tracks. Employee engagement reached an overall satisfaction score of 75% with a Net Promoter Score of 56. Read more Talent Attraction and Development; Compensation and Benefits

Time horizon

Short-term (<1year)

Medium-term (1-3 years)

Long-term (>10 years)

Value chain

Upstream

Own operations

Downstream (products, services, projects etc.)

Capitals

Financial capital

Manufactured capital

Intellectual capital

Human capital

Social and relationship capital

Natural capital

Material Topic	Impact Materiality	Financial Materiality		Key Policies, Procedures, and Systems	Key 2025 Actions and Performance
		Risks	Opportunities		
Diversity and Inclusion	Equal opportunity across gender, background and beliefs fosters an inclusive culture and contributes to societal progress, particularly in Egypt where female workforce participation remains low.	A lack of diversity can limit creativity, weaken engagement and undermine market relevance and talent attraction.	Diverse teams strengthen decision-making, morale and the Group's reputation as a responsible, forward-looking industrial leader.	- Diversity, Inclusion, and Non-discrimination Policy - Parental Leave Policy - Disability Accommodation Policy	In 2025, women represented 8% of the workforce and 30% of the board and 11% across management levels, supported by dedicated female-development programs and an above-average allocation of training hours to women. The Group continued to deploy its diversity and inclusion assessment framework across key subsidiaries, with broader Group-wide rollout planned for 2026. Read more Diversity, Equity, and Holistic Wellbeing; Compensation and Benefits
Human Rights and Working Conditions	Safe workplaces, fair wages and zero tolerance for child labour and discrimination protect the dignity and well-being of workers and raise labour standards in regions where enforcement may be weaker.	Failure to address labour rights in operations or the supply chain exposes the Group to serious legal, reputational and operational risks.	Alignment with the UN Guiding Principles, supplier screening and ethical labour practices enhance appeal to ESG-conscious investors and global clients, foster loyalty and productivity, and build supply-chain resilience.	- Group ESMS - Group Human Rights Policy - Third-Party Code of Conduct - Elsewedy Electric Labor and Social Aspects Auditing Program and Checklists - Child and Forced Labor Policy - Migrant Workers Policy - Anti-Sexual Harassment Policy - Worker Accommodation Management Plan	In 2025, the Group recorded zero confirmed human-rights violations across its operations and supply chain, assessed 100% of its own operations and 70% of Tier 1 suppliers for human-rights and ESG risk, and refreshed its Third-Party Code of Conduct (December 2025). Supplier ESG Assessment Questionnaires and integrated ESG pre-qualification criteria further embedded labour and human-rights expectations across the value chain. Read more Human Rights; Sustainable Supply Chain Management
Local Community Development	Investments in education, healthcare, infrastructure and livelihoods improve quality of life in Egypt and across the Group's markets, aligned with national development goals and the UN SDGs.	Neglecting community needs can lead to social opposition, reputational damage and operational delays, jeopardising the social licence to operate.	Community engagement builds trust, brand reputation and resilient local partnerships, develops local talent and supply chains, and smooths project implementation.	- Indigenous People Policy - Corporate Stakeholder Engagement Plan (SEP) - Land Acquisition Operational Procedures - Elsewedy Electric Cultural Heritage Policy	In 2025, the Elsewedy Electric Foundation continued its focus on technical and vocational education, marked by the graduation of the twelfth Elsewedy Technical Academy cohort and the establishment of three Centres of Competence in Renewable Energy and Energy Efficiency in Belbeis, Minya, and New Aswan. The Group also extended humanitarian support, including an EGP 2.5 million contribution to community welfare programs. Read more Commitment to Community Impact; Empowering the Next Generation: Elsewedy Technical Academy

Time horizon

Short-term (<1year)Medium-term (1-3 years)Long-term (>10 years)

Value chain

UpstreamOwn operationsDownstream (products, services, projects etc.)

Capitals

Financial capitalManufactured capitalIntellectual capitalHuman capitalSocial and relationship capitalNatural capital

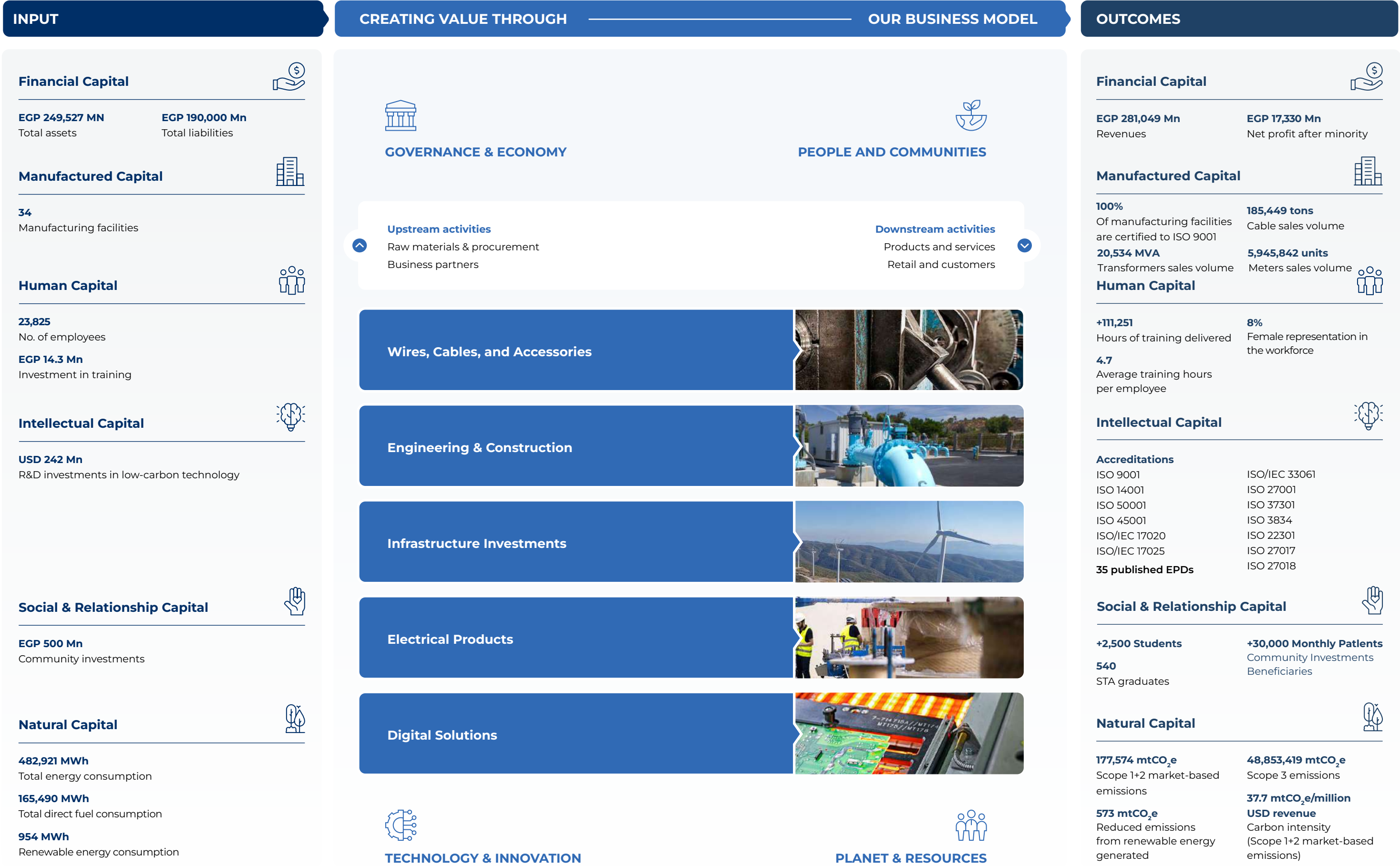
Building Sustainable Value: Our Value Creation Model

At Elsewedy Electric, we recognise that long-term value creation depends on effectively managing both the impacts of our activities on people and the environment, and the sustainability-related risks and opportunities that influence our business. Building on the outcomes of our double materiality assessment, we continue to integrate these insights into strategic decision-making to strengthen resilience and create sustainable value over the short, medium, and long term.

To better understand how value is created, we have mapped our material topics against the six capitals of the Integrated Reporting (<IR>) Framework—financial, manufactured, intellectual, human, social and relationship, and natural capital. This provides a holistic view of how our operations depend on, contribute to, and affect these critical resources across our value chain.

Embedded within our Group Sustainability Strategy 2020–2030, this approach ensures our priorities remain aligned with stakeholder expectations, business resilience, and responsible growth. It reinforces our commitment to delivering sustainable energy and infrastructure solutions, empowering our people and communities, protecting natural resources, and creating lasting value for all stakeholders.





Strategic Sustainability Governance

Strong, structured sustainability governance is the operational backbone that translates Elsewedy Electric Group's 2020–2030 Sustainability Strategy into measurable action across every business segment, subsidiary, and manufacturing facility. Over the past decade, the Group has progressively strengthened its sustainability governance architecture, establishing clear lines of accountability from the Board of Directors and Group President and CEO, through the Group Chief Sustainability Officer and the Group ESG, Sustainability and CSR Department, to dedicated Sustainability Champions and focal points embedded in each subsidiary.

This architecture is anchored by the Group's Corporate Environmental and Social Management System (C-ESMS), formally established in 2023 in fulfilment of one of the foundational commitments of the 2020–2030 Sustainability Strategy. The C-ESMS provides the systematic framework through which sustainability principles are operationalized, monitored, and continuously improved across all geographies in which the Group operates, aligned with international standards and Good International Industry Practice (GIIP). Together, these governance mechanisms ensure that ESG considerations are integrated into the Group's strategic decision-making, risk management, capital allocation, supplier engagement, and stakeholder communication, reinforcing accountability, transparency, and long-term resilience.

Board-level and Top Management Oversight

The Group's Board of Directors maintains overall oversight of the Sustainability Strategy and its implementation, recognizing sustainability as a core dimension of long-term value creation and risk management. Through its dedicated committees, including the Audit and Risk Management Committee, the Board reviews the Group's sustainability priorities, monitors progress against the targets defined under the 2020–2030 Sustainability Strategy, and ensures that ESG considerations are integrated into the Group's broader corporate governance practices.

The Group President and CEO receives regular updates on the performance of all ESG workstreams and reports key developments to the full Board, while the Group Chief Sustainability Officer leads the day-to-day execution of the strategy and provides regular updates to executive management. All Group-wide sustainability initiatives are coordinated by the Group ESG, Sustainability, and CSR Department, ensuring alignment across business segments and subsidiaries.

Sustainability Governance Structure at Elsewedy Electric Group



The Group Chief Executive Officer

The Group President and CEO plays a central role in advancing Elsewedy Electric's sustainability agenda, endorsing the Group's climate-related strategic priorities, approving annual budgets and investment plans dedicated to sustainability and decarbonization initiatives, and ensuring that all strategic decisions remain aligned with the Group's long-term ESG objectives.

By overseeing the approval of these plans, the CEO ensures that the Group's sustainability commitments translate into resourced and prioritized action across operations, while reinforcing accountability toward stakeholders, including customers, investors, regulators, employees, and the communities in which the Group operates. This leadership is particularly important in advancing the Group's climate-related ambitions, the energy transition, and the integration of net-zero thinking into capital allocation decisions.

The CEO brings deep cross-functional knowledge spanning energy efficiency, renewable electricity, clean energy markets, water security, and net-zero pathways, complemented by direct engagement in international climate platforms and policy dialogue. Familiarity with global frameworks, including the GHG Protocol and the UNFCCC, and continued participation in major international climate forums reinforce the CEO's credibility and effectiveness in steering the Group's sustainability direction.

To support strategic decision-making, the CEO receives an annual comprehensive ESG and materiality briefing from the Group's sustainability function, ensuring that the most significant sustainability priorities, risks, and opportunities are visible at the highest level of the organization and embedded in the Group's strategic planning cycle.



The Group Chief Sustainability Officer (CSO)

The Group Chief Sustainability Officer (CSO) leads the day-to-day execution of Elsewedy Electric's comprehensive sustainability agenda and oversees the implementation of the 2020–2030 Sustainability Strategy across all Group operations. The role is essential in embedding sustainability into the Group's strategic planning, financial management, budgeting, and performance management cycles, and in setting the goals, targets, and key performance indicators through which progress is measured.

A core responsibility of the CSO is to align Elsewedy Electric's commitments with global sustainability frameworks, including the United Nations Sustainable Development Goals (SDGs) and the Science Based Targets initiative (SBTi), and to advance the Group's GHG reduction trajectory toward its long-term net-zero ambition. The CSO continuously monitors and reports on the Group's progress against its sustainability commitments and identifies areas where further action or course correction may be required.

Beyond overseeing the integration of sustainability across the organization, the CSO is responsible for strengthening the Group's resilience to emerging sustainability challenges, developing strategies to manage ESG-related risks, and capitalizing on opportunities related to climate change, resource management, human and labor rights, and broader social responsibility. The CSO also leads the periodic review and ongoing update of the Group's sustainability policies, ensuring they remain relevant, effective, and aligned with international best practice.

In addition, the CSO leads strategic initiatives that drive transparency and accountability in the Group's environmental impact, including the development of Environmental Product Declarations (EPDs), and works in close partnership with the CEO to ensure that sustainability remains a core focus across all business activities, positioning Elsewedy Electric as a leader in sustainable business practice.

The CSO's responsibilities include monitoring the implementation of the Group's environmental, climate, and social commitments under the 2025 and 2030 targets; managing external communications and decisions related to environmental, sustainability, and climate matters across the value chain, covering risks, opportunities, market dynamics, and regulatory developments; reviewing non-financial reporting submissions and ESG disclosures across CDP, the S&P Global Corporate Sustainability Assessment (CSA), EcoVadis, the annual sustainability report, and the Group's carbon footprint reports; updating the Group's CSR programs and internal and external training and capacity-building initiatives; revising and approving Group-wide policies on water, climate, and environmental matters; and signing sustainability commitment letters on behalf of the Company.

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A core responsibility of the CSO is to align Elsewedy Electric's commitments with global sustainability frameworks and standards, and to advance the Group's GHG reduction trajectory toward its long-term net-zero ambition. The CSO continuously monitors and reports on the Group's progress against its sustainability commitments and identifies areas where further action or course correction may be required.

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The Group ESG, Sustainability, and CSR Department

All Group-wide sustainability initiatives are coordinated and monitored by the Group ESG, Sustainability, and CSR Department, led by Mrs. Manal Hassan, Group Chief Sustainability Officer, who provides regular updates to executive management. The Department serves as the operational engine of the governance architecture, translating strategic priorities into measurable workstreams, and ensuring that sustainability-related challenges are appropriately addressed across the organization.

Under the CSO's leadership, the Department oversees the integration of climate-related considerations into the Group's strategic planning, financial planning, budgeting, goal-setting, and KPI development processes. It also plays a central role in aligning the Group's commitments with international climate frameworks, including a 1.5°C trajectory, the UN SDGs, and the path toward net zero, while monitoring and reporting on progress against these commitments and identifying areas that require further attention.

The Department's responsibilities include developing, updating, and implementing Elsewedy Electric's Sustainability Strategy and the supporting action plans deployed across the Group in collaboration with relevant internal and external stakeholders, as well as serving as the primary focal point for internal and external engagement on sustainability matters concerning Elsewedy Electric.



Elsewedy Electric Sustainability Champions

Each Elsewedy Electric subsidiary has designated dedicated Sustainability Champions and focal points responsible for collecting, monitoring, and reporting ESG data, ensuring that the information flowing into the Group's central sustainability function is accurate, complete, and consistent. These specialists are strategically embedded across the Group's facilities to oversee sustainability performance on the ground, compiling and submitting quarterly progress reports that provide visibility into the impact of operations and highlight areas for continuous improvement.

Across this network, Elsewedy Electric is progressively rolling out the C-ESMS at the subsidiary level, enhancing the Group's ability to manage, monitor, and report on its environmental and social performance in a comprehensive manner. The regular monitoring reports generated through the ESMS offer a structured approach to tracking progress, ensuring compliance with environmental standards, and embedding sustainable practices throughout the Group's day-to-day operations.

Sustainability Champions Day

To underscore its commitment to sustainability across the organization, Elsewedy Electric hosted its inaugural Sustainability Champions Day in 2025, recognizing the teams and individuals driving green innovation and operational excellence across the Group. Building on the success of the inaugural event, the second Sustainability Champions Day was held in November 2025, providing a platform to celebrate continued progress, share sustainability achievements and best practices, and reinforce the Group's sustainability priorities across its businesses. Together, these events reflected on the Group's sustainability journey to date while reaffirming its commitment to embedding sustainability throughout its operations.



Anchoring the Architecture: The Corporate ESMS

The Group's Corporate Environmental and Social Management System (C-ESMS), established in 2023 and aligned with international standards and GIIP, provides the systemic backbone that connects the governance architecture described above with operational practice across all subsidiaries and manufacturing facilities.

The C-ESMS comprises a comprehensive documentation framework structured across three governance levels: a Corporate ESMS Manual; five core procedural frameworks covering Due Diligence, Stakeholder Engagement, Land Acquisition, the Monitoring Program Manual, and the Labor and Social Aspects Auditing Program; and sixteen annex domains that consolidate the Group's nineteen Environmental, Social, Health and Safety policies, six Environmental Operational Management Plans, the Corporate ESMPs for operating facilities, greenfield developments, and major renovation works, the Emergency Preparedness and Response framework, the Contractor and Third-Party Management Plans, and a portfolio of dedicated OHS standards covering high-risk activities, equipment safety, and workplace protocols.

A detailed presentation of the C-ESMS architecture, scope, and governance structure is provided in Chapter 2, Section 2.3.

Partnerships for Impact

Esewedy Electric Group recognises that the scale and complexity of today's sustainability challenges cannot be addressed in isolation. Meaningful collaboration with industry peers, multilateral organisations, regulators, and civil society is essential to advancing the energy transition, accelerating decarbonization, and building inclusive economies.

By partnering with leading associations and initiatives across its markets, the Group aligns its sustainability ambitions with broader societal goals, engaging on issues ranging from climate governance and industrial decarbonization to ethical business conduct, social justice, and responsible value chains. These partnerships enable the Group to foster impactful dialogue, share knowledge with peers, and contribute to scalable solutions that deliver long-term, transformative outcomes for society and the environment.



Esewedy Electric and Chapter Zero Egypt

Esewedy Electric is an active participant in Chapter Zero Egypt (CZE), the local chapter of the global Climate Governance Initiative (CGI) and the first chapter in Africa and the Middle East, the 27th in the CGI's global network, dedicated to advancing climate governance within corporate boards. The Group's President and CEO, Eng. Ahmed Esewedy, delivered a keynote address at CZE's inaugural Annual Conference in Cairo, attended by Egyptian ministers and international experts. The event also marked the signing of key cooperation agreements with the Egyptian Financial Regulatory Authority and the Global Alliance for Sustainable Hospitality, expanding climate-governance training and awareness across Egypt's corporate landscape.



Membership in the Alliance for Industry Decarbonization

Esewedy Electric is a proud member of the Alliance for Industry Decarbonization (AFID), an IRENA-led global initiative launched in 2022 to accelerate the decarbonization of industrial value chains. The Alliance brings together leading companies and ecosystem knowledge partners, including Esewedy Electric, working towards a shared vision of reducing carbon emissions and achieving net-zero goals. It serves as a platform for dialogue, knowledge exchange, and best practice across key topics such as renewable energy, green hydrogen, bioenergy with carbon capture, human capital, and finance, supporting coordinated action aligned with global and national climate ambitions. The Alliance remained active throughout 2025, including the inaugural Technology Innovation Showcase held during IRENA's Innovation Week in Bonn in June 2025.



Driving Progress toward a Sustainable Economy

Elsowedy Electric Group's 2025 performance demonstrates that sustainability and long-term value creation are mutually reinforcing dimensions of the Group's business model. The Group's consolidated revenues of EGP 281 billion, generated across five integrated business segments and more than 110 countries, are increasingly anchored in solutions that directly enable the global energy transition, spanning smart meters and digital grid platforms, transformers, cables, and integrated projects supporting renewable power generation and modernized transmission networks. With 63 percent of revenues originating outside Egypt, the Group's economic contribution is geographically diversified, reducing concentration risk and strengthening the resilience of its sustainability impact across the markets in which it operates.



The Group's project backlog of EGP 293 billion in Engineering & Construction at year-end 2025, with 40 percent allocated to power generation and 28 percent to transmission and distribution, provides multi-year visibility on Elowedy Electric's contribution to building and modernizing the infrastructure required for the energy transition across the GCC, Africa, Egypt, and Europe. In parallel, the Group continues to expand its sustainable revenue streams across smart grid technologies, renewable energy components, water treatment, and digital infrastructure, while embedding ESG criteria across all future investment decisions through its Corporate Environmental and Social Management System (C-ESMS).

EGP 13.83 Bn

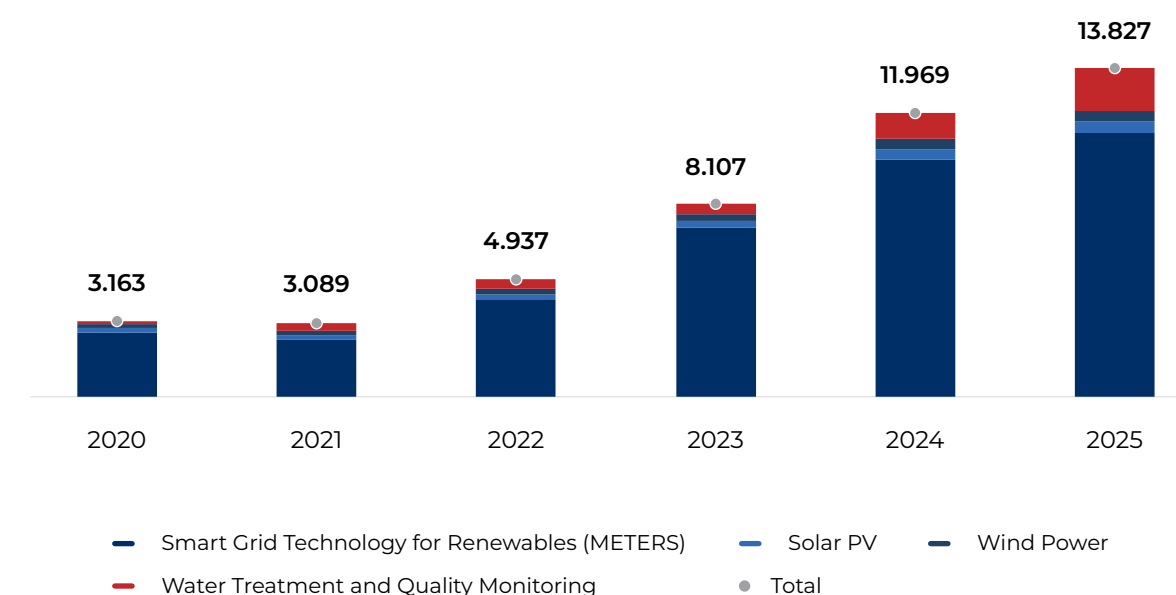
sustainable revenues in 2025
(15.5% increase from 2024)

4.9%

of total Group revenues



Sustainable Revenues* Growth Over the Years (EGP Bn)



In 2025, Elowedy Electric Group further strengthened its position as a regional leader in sustainable technologies, building on its track record of growth in green and low-carbon solutions and expanding its sustainable revenue streams across smart grid technologies, renewable energy, and water treatment. Smart grid and metering technologies delivered strong performance with revenues of EGP 11.12 billion, reflecting accelerating demand for digital energy solutions, advanced metering infrastructure, and grid-modernization projects across Europe, the Gulf, and Africa. Revenues from solar PV and wind-power projects reached EGP 459.73 million and EGP 447.36 million respectively, supported by continued execution of utility-scale renewable energy projects and growing operations in renewable-energy-rich markets such as Greece and Saudi Arabia. Water treatment and quality-monitoring revenues rose to EGP 1.8 billion, reflecting Elowedy Electric's expanding contribution to water security, irrigation, and clean-water access, particularly across Egypt's land reclamation projects, including Dabaa and Sanabel Sona, where the Group is delivering large-scale water transmission, pumping, and pivot-irrigation infrastructure.

Driving Grid Stability Through Clean Energy in Greece's Landmark BESS Project

In early 2025, Elsewedy Electric's Renewable Energy Investment business unit, Elsewedy Concessions, reached financial close on Greece's first standalone large-scale Battery Energy Storage System (BESS), a 50 MW / 100 MWh facility executed through its wholly owned subsidiary Energy Bank I SA, with a total investment value of EUR 34 million alongside partner Kafsīs Bio-Industries. Construction commenced in January 2025, with operations expected to begin in Q4 2025.

The project marked a major milestone both for Elsewedy Electric's expanding renewable energy ambitions and for Greece's national energy transition strategy, supporting grid stability, energy security, and the greater integration of intermittent renewable energy generation. The investment was supported by a multi-source financing package that included a €10 million State Aid Grant, a €5.5 million loan

from the European Union's Recovery and Resilience Fund (RRF), and a €10 million non-recourse project finance loan arranged by the National Bank of Greece (NBG). Elsewedy Concessions also secured a 10-year Contract for Difference (CfD) through Greece's first competitive auction for energy storage, demonstrating the project's regulatory alignment and market competitiveness.

Once operational, the facility will store excess renewable energy and discharge it during peak demand, acting as a flexible bridge for the energy transition, directly supporting grid stability, mitigating renewable energy curtailment, and accelerating Greece's path toward a low-carbon energy system. The project also reinforces Elsewedy Electric's role as a bankable infrastructure partner in Europe and contributes to the Group's broader renewable-energy investment pipeline across Europe, the Middle East, and Africa.

50 MW / 100 MWh

Greece's first standalone large-scale BESS

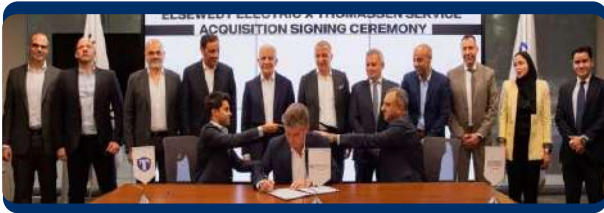


EUR 100 Mn

Total investment



Extending the Lifecycle of Power Generation Assets: Thomassen Service Middle East



In May 2025, the Group completed the USD 3.6 million acquisition of Thomassen Service Middle East (TSME), a regional specialist in gas turbine maintenance serving the Middle East power generation market.

The acquisition advances the Group's energy transition agenda by shifting maintenance practices from a purely reactive cost into a driver of circular economy principles, extending the lifecycle of high-value energy assets, reducing the embedded carbon footprint associated with new equipment manufacturing, and supporting the long-term reliability of the region's installed power generation base while preparing assets for a low-carbon future.

By embedding lifecycle extension and asset stewardship into the Group's regional service offering, TSME reinforces Elsewedy Electric's broader contribution to cleaner and greener energy supply across the Middle East.



Shifting Egypt's Cargo Flows from Road to Rail: October Dry Port

In July 2025, Elsewedy Electric closed a USD 12 million investment, made in consortium with global shipping leader CMA CGM, in October Dry Port, a multimodal inland facility with a maximum capacity of 720,000 TEU across 100 feddans. The dry port replicates the functions of a seaport, serving as a central hub for the transshipment of cargo between different modes of land transport.

By enabling a structural shift of cargo flows from road to rail, the project reduces freight-related carbon emissions by an estimated 25 to 45 percent, with a single train trip able to substitute for roughly 35 to 40 trucks. October Dry Port directly anchors the decarbonization of Egypt's national logistics chain while strengthening industrial competitiveness, trade resilience, and the country's positioning as a regional logistics and trade hub.

720,000 TEU

capacity across
100 feddans



25–45%

Reduction in
freight-related
CO₂ emissions



Enabling a reliable, efficient and lower-carbon grid

Strengthening grid stability for the energy transition (Elsewedy Electric PSP, Saudi Arabia)



Elsewedy Electric Power Systems Projects (PSP) signed a supply agreement with GE Vernova to deliver synchronous condenser plants in Saudi Arabia, the first project of its kind in the Middle East. PSP leads the engineering, construction and installation of the plants and their auxiliary systems, covering all civil, electrical, mechanical, protection and control elements, fully integrated into the Kingdom's 380 kV transmission network. By restoring the inertia and reactive-power support that grids lose as conventional generation is displaced, the project enables the safe integration of higher shares of renewable energy while safeguarding grid reliability, a direct contribution to the regional energy transition.

Modernizing transmission with underground cables (Elsewedy Electric KSA)



The High Voltage Projects sector of Elsewedy Electric KSA was awarded a major contract by the Saudi Electricity Company (SEC) to extend 110 kV underground cables across the Kingdom. Underground transmission improves the reliability and efficiency of the power system while reducing the visual and land-use footprint of overhead lines, contributing to more resilient and sustainable urban energy infrastructure.

Powering Egypt's Digital Future Responsibly: The Africa Data Center

Elsewedy Electric is investing USD 70 million in a Tier III, 5 MW Data Center in Egypt, developed in partnership with Africa Data Centres (ADC) and Vodafone, a project that remains ongoing throughout 2025 and addresses the surging regional demand for resilient digital infrastructure. The project is anchored in operational sustainability principles, integrating energy efficiency, water management, and resource efficiency standards aligned with international best practice in green data center design. By balancing high availability with improved resource efficiency, the Data Center supports Egypt's emerging position as a regional digital infrastructure hub while minimizing the environmental footprint of digital growth.

Doing more with the existing grid (Overhead transmission line uprating, UAE)



Through an overhead transmission line (OHTL) thermal-conductor uprating programme, the Group completed a major upgrade of Abu Dhabi's transmission network, raising power capacity to 2,500 MVA on 400 kV lines and 800 MVA on 220 kV lines, and upgrading the optical ground wire from 32 to 72 fibre cores.

By increasing the carrying capacity of existing corridors instead of building new ones, the project enhances network stability and affordability while avoiding the land, materials and emissions associated with new line construction, a clear example of resource-efficient grid modernization.

First HTLS turnkey project in Egypt (Egytech Cables)



Egytech Cables signed an EGP 469 million contract with the Egyptian Electricity Transmission Company (EETC) to upgrade critical 2,200-amp transmission lines across Zaafarana, Gabal El Galala, Sumid and Suez, its first High-Temperature Low-Sag (HTLS) turnkey project in Egypt. Building on more than 2,000 km of HTLS solutions delivered in the UAE and Nigeria, the project increases the capacity of the national grid within existing rights of way, helping reduce transmission losses and meet Egypt's growing demand for reliable, efficient power.

Strategic cooperation for the energy transition (State Grid Corporation of China)



Elsewedy Electric signed a strategic cooperation agreement with State Grid Corporation of China (SGCC) on the sidelines of the Shanghai Cooperation Organisation Energy Ministers' Meeting in Ningbo, China. The partnership opens channels for technology exchange and joint development in grid and energy solutions, reinforcing the Group's role in advancing reliable, modern and lower-carbon power infrastructure across its markets.

Sustainable industrial development and localization

Building sustainable industrial ecosystems (Elsewedy Industrial Development)



In 2025, Elsewedy Industrial Development continued to expand Egypt's industrial base on sustainability principles. The business unit welcomed the first international investor to the 10th of Ramadan Industrial Park through a land-sale agreement with Poland's Fruitful for an 8,000 m² plot, which will host a state-of-the-art frozen-food facility with a production capacity of up to 600 tonnes per month and an annual capacity of 7,200 tonnes of IQF products, strengthening Egypt's export-oriented, value-added manufacturing.

The business unit also acquired new land in Sadat and Borg El Arab to broaden its network of integrated, well-serviced industrial zones. By providing modern, resource-efficient infrastructure and attracting foreign direct investment, Elsewedy Industrial Development supports job creation, local economic development and sustainable industrialisation.

Localizing sustainable manufacturing (Riyadh, Saudi Arabia)



Elsewedy Electric inaugurated a new manufacturing facility in Riyadh through a strategic investment exceeding USD 75 million, dedicated to producing cable accessories and Glass-Fibre-Reinforced Polymer (GFRP) poles.

The facility deepens local content and industrial capability in the Kingdom, while GFRP poles offer a corrosion-resistant, long-life and lower-maintenance alternative to conventional materials, supporting more durable and sustainable infrastructure.

Sustainable communities, mobility and agriculture

Enabling low-carbon mobility (Bus Rapid Transit, Egypt)



The Group supplied and delivered an end-to-end structured-cabling solution for Egypt's Bus Rapid Transit (BRT) project, one of the country's flagship transport programmes.

By underpinning the digital backbone of a mass-transit system that shifts journeys away from private vehicles, the project supports cleaner urban mobility and lower transport-related emissions.

Case study: Powering sustainable communities (Elsewedy Utilities & Real Estate Segment)



During 2025, the Group's utilities and real-estate businesses delivered integrated energy and metering infrastructure for several new residential developments designed around quality, efficiency and long-term performance.

These included a partnership with Marriott on the El Jazi development in New Cairo (powering more than 400 residential units), the award of the R3 residential project with ACUD in the New Administrative Capital, and a partnership with Sahara Development to energise 180 units at the Hadaba compound in 6th of October City.

The scope typically covers full power distribution, the supply and installation of electrical and water meters, advanced metering-management systems for accurate monitoring, and ongoing operation and maintenance, enabling reliable, efficiently managed utilities that improve residents' quality of life while supporting responsible resource consumption.

Case study: Supporting sustainable agriculture and rural development (Elsewedy Watanya)



Elsewedy Watanya signed a strategic protocol with the Agricultural Bank of Egypt to support the agricultural sector through tailored financial solutions and modern infrastructure.

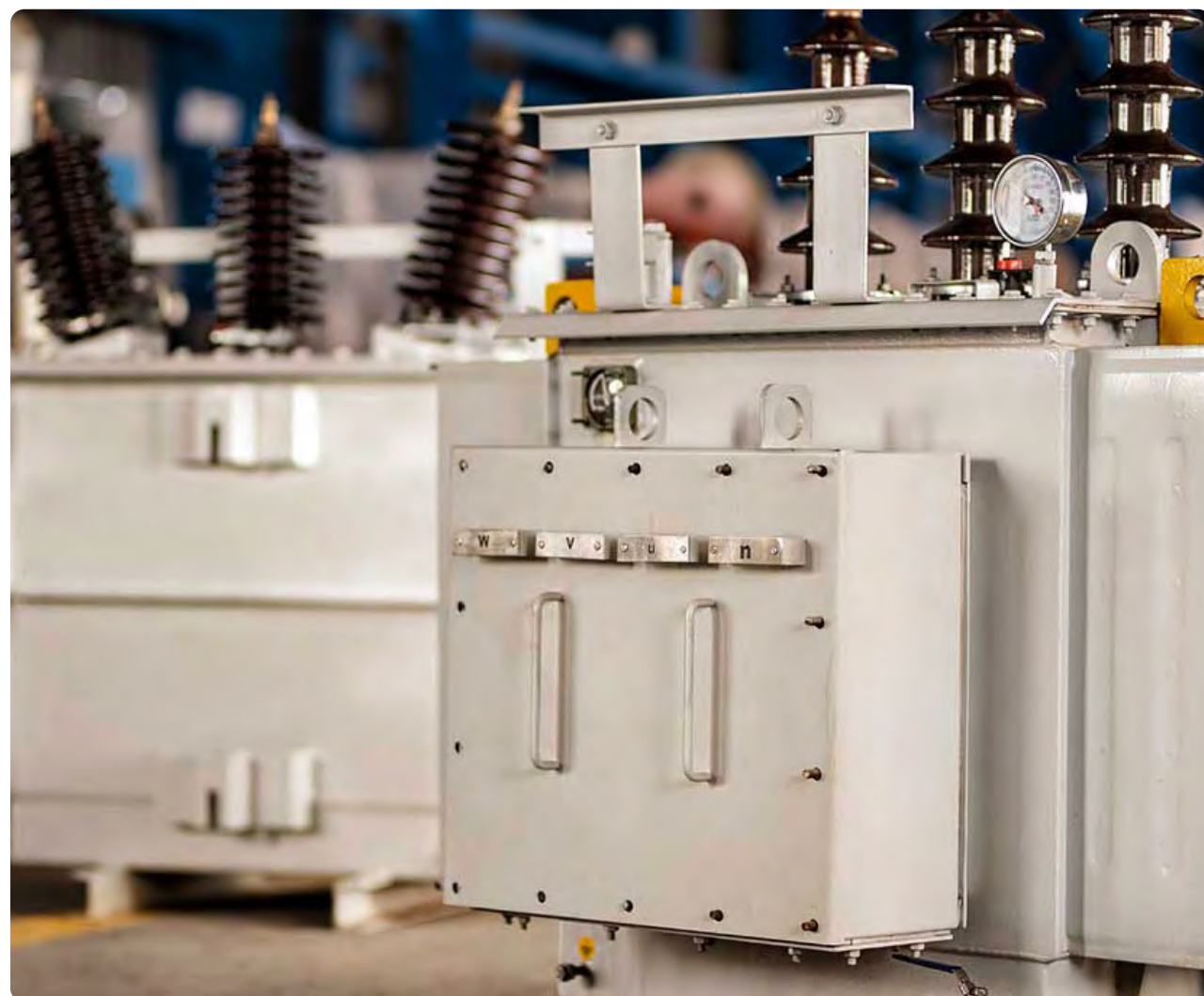
The collaboration aims to increase agricultural output, upgrade rural infrastructure and provide farmers with specialised financing, leveraging the Group's infrastructure and energy expertise to support the modernization of Egyptian agriculture, rural livelihoods and food security.



Key ESG Frameworks, Standards and Ratings

ESG Frameworks and Standards

Elsewedy Electric's external sustainability performance is regularly evaluated by leading global ESG rating agencies and disclosure platforms. The Group engages transparently with each of these assessments because external benchmarking provides an independent view of progress, identifies areas for improvement, and supports investors, customers, and other stakeholders in making informed decisions. During 2025, the Group submitted comprehensive responses to S&P Global's Corporate Sustainability Assessment (CSA), CDP's Climate Change and Water Security questionnaires, and the EcoVadis 2026 assessment cycle, while continuing to be assessed by Sustainalytics, the World Benchmarking Alliance, and the Corporate Knights Global 100.



The Global Reporting Initiative (GRI) Sustainability Standards

This report has been prepared in accordance with the GRI Standards, the world's most widely adopted sustainability reporting framework, and covers the period from 1 January to 31 December 2025. As required by Disclosure 2-14 of GRI 2: General Disclosures 2021, the Board of Directors has reviewed and approved the information disclosed in this report, including the Group's material ESG topics. A complete GRI Content Index, mapping each disclosure to its corresponding GRI Standard alongside the additional disclosures proposed for greater transparency, is included in the Annex of this report.

[Check Elsewedy Electric's GRI reports on the Sustainability Reports page on our website.](#)



The Sustainability Accounting Standards Board (SASB)

Founded in 2011 as an independent, not-for-profit standards-setting body, the Sustainability Accounting Standards Board (SASB) develops industry-specific sustainability disclosure standards designed to deliver financially material information to investors. Elsewedy Electric provides disclosures aligned with the SASB standards applicable to its core sectors, both Electrical and Electronic Equipment and Engineering and Construction Services, ensuring that the report addresses the sustainability topics most relevant to the industries in which the Group operates. A complete SASB correspondence table is provided in the Annex of this report.



The Task Force on Climate-related Financial Disclosures (TCFD)

Established under the mandate of the G20 Financial Stability Board (FSB) and chaired by Michael Bloomberg, the Task Force on Climate-related Financial Disclosures (TCFD) released its landmark recommendations in June 2017, setting a globally consistent benchmark for the disclosure of climate-related financial risks and opportunities. The recommendations have since been endorsed by CEOs of more than 100 organizations worldwide, with Elsewedy Electric's CEO publicly signing a statement of support. Detailed information on the Group's TCFD-aligned disclosure, covering governance, strategy, risk management, and metrics & targets, is available in Elsewedy Electric's CDP Climate Change public disclosure and in the Annex of this report.



The International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards

Through its International Sustainability Standards Board (ISSB), the IFRS Foundation sets the global baseline for sustainability and financial disclosure standards used by investors and capital markets worldwide. Elsewedy Electric is progressively aligning its reporting with the IFRS Sustainability Disclosure Standards, specifically IFRS S1, which sets out the general requirements for disclosure of sustainability-related financial information, and IFRS S2, which establishes specific requirements for climate-related disclosures. This alignment ensures the Group's reporting reflects emerging global best practice and meets the rising expectations of investors, regulators, and rating agencies for decision-useful, comparable sustainability information. A detailed reference table mapping this report to the relevant IFRS standards is provided in the Annex.

ESG Ratings and Scores

ESG Rating						
	CDP Supplier Engagement Assessment	CDP Climate Change ⁸	CDP Water Security	DJSI (S&P CSA)	EcoVadis ⁹	Sustainalytics
2025 Elsewedy Electric score	B	B	B	52/100	77/100 (Silver)	18.5 Low Risk
Industry average score	C	C	C	28/100	59/100	Medium risk
Progress vs. 2024	-1	+1	+1	+3 pt	+3 pts	-0.9 pts
Total as-sessed no. of companies	+22,100			+12,000	150,000	16,000

Global Recognition for Sustainable Growth

Elsewedy Electric has been recognized by TIME as the only Egyptian, African, and Middle Eastern company in the Engineering, Manufacturing, and Technology sector to be featured in the TIME World's Best Companies for Sustainable Growth ranking. Developed in partnership with Statista, the ranking assesses companies based on transparency, financial resilience, and environmental performance, reinforcing Elsewedy Electric's position as a regional leader in sustainable growth and the transition to a low-carbon future.



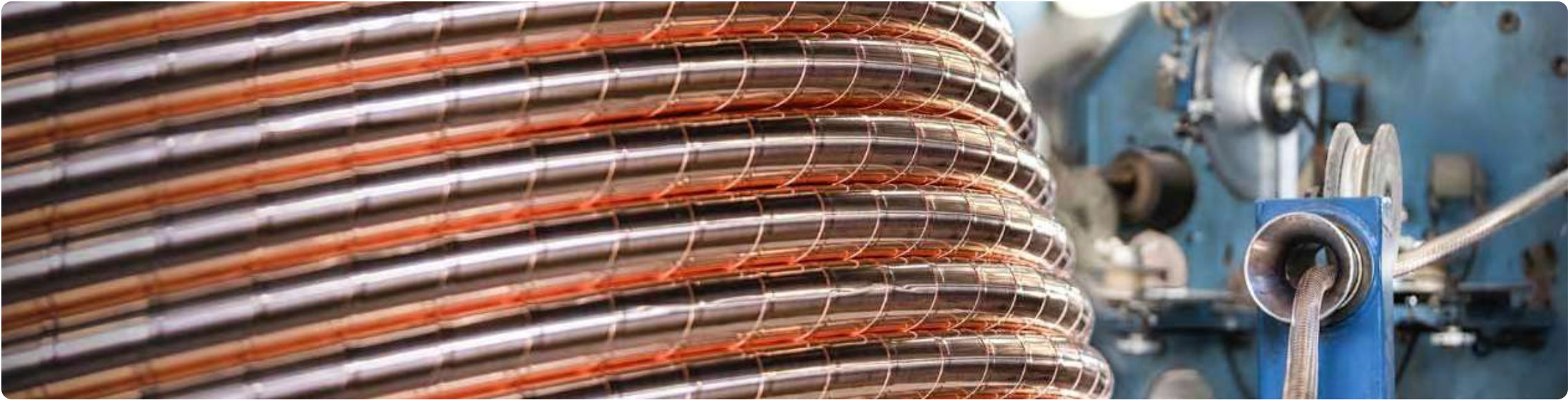
Elsewedy Electric was among the top 3 in the Global Innovation Index for Egypt

Elsewedy Electric's inclusion in the Global Innovation Index (GII) 2025, published by the World Intellectual Property Organization (WIPO), reflects strong performance across two key innovation output indicators. In the ranking of the top 15 intangible asset-intensive companies in Egypt, the Group places third with an intensity of approximately 47.27 percent, demonstrating that a significant share of Elsewedy Electric's enterprise strength is derived from non-physical assets such as technology, intellectual property, engineering expertise, and innovation-driven capabilities, rather than from physical assets alone.

At the same time, the Group's position as the second-highest Egyptian company in global brand value, at approximately USD 437.6 million, underscores its strong international market recognition, commercial resilience, and the equity it has built as a trusted engineering and infrastructure partner across more than 110 countries.

Together, these rankings underline Elsewedy Electric's ability not only to develop innovation-driven capabilities internally, but also to successfully convert them into measurable market presence and competitive positioning, reinforcing the Group's broader role in supporting Egypt's industrial modernization, technology advancement, and transition toward a more knowledge-based, innovation-led economy.

Global Innovation Index 2025



⁸ CDP introduced an updated scoring methodology in 2025 applying more rigorous criteria across disclosure areas, which affects year-on-year score comparability across the broader pool of assessed companies. Elsewedy Electric continues to strengthen its climate and water disclosure systems under the revised methodology.

⁹ Score and rating as of May 2026.

El sewedy Electric’s Subsidiary ISKRAEMECO Slovenia earns EcoVadis Platinum Medal for Sustainability Excellence



Building on the momentum and their Gold Rating achievement in 2025, in 2026 Iskraemeco achieved the EcoVadis Platinum Medal, an exceptional progression that places the company in the top 1% of all companies globally assessed by EcoVadis and confirms its position as a sustainability leader within the smart metering industry. The Platinum rating reflects significant advancements across all assessment pillars and validates Iskraemeco's contribution to El sewedy Electric Group's broader ESG performance, transparency, and long-term sustainability ambitions.

El sewedy Industrial Development, Invest-Gate ACE Award

El sewedy Industrial Development was honoured with the Invest-Gate ACE Award for Building and Managing Sustainable Industrial Cities. The recognition acknowledges the business unit's role in developing modern, integrated industrial hubs that pair resource-efficient infrastructure with long-term economic and community value, reinforcing the Group's contribution to sustainable industrialisation in Egypt.



El sewedy Electric, Forbes Middle East Top 100 Listed Companies (2025)

El sewedy Electric was named among Forbes Middle East’s Top 100 Listed Companies in the Middle East for 2025.

The listing reflects the Group's resilience and the market's confidence in a strategy that integrates sustainability, innovation and disciplined governance as drivers of long-term value creation.



Recognition for Sustainability Leadership.

El sewedy Electric Group's Chief Sustainability Officer, Ms. Manal Hassan, was recognized by Forbes Middle East during 2025 as one of the Top 10 Sustainability Leaders in the Manufacturing & Industrial sectors. She was also ranked by Favikon as the #3 Top Creator for ESG & Green Tech, and recognized as a leading LinkedIn voice in ESG, climate, environment, and energy, ranking among the top 6% in Egypt and top 4% globally.

Manal Hassan received a Bronze Award in the “Sustainability Hero Award” category at the Sustainability Awards, in recognition of her contribution to sustainability at El sewedy Electric. The award reflects her role in supporting the Group's sustainability efforts.

These recognitions reflect both her individual leadership and the Group's broader commitment to advancing sustainability, climate action, and responsible business practices.



Advancing Sustainability Innovation and Green Technologies.

El sewedy Electric Group hosted a Group-wide sustainability event during 2025 dedicated to exploring emerging green technologies, innovative solutions, and the future of sustainable development.

The event was attended by Eng. Ahmed El sewedy, members of executive management, and representatives from several subsidiaries and business units, reflecting the Group's integrated approach toward embedding sustainability across operations and strategic decision-making. Special recognition was given to Ms. Manal Hassan, Chief Sustainability Officer, for her continued leadership in advancing the Group's sustainability strategy.



LEADING WITH INTEGRITY, DRIVING ACCOUNTABILITY

Corporate Governance	➔
Integrity and Compliance at the Core of Elsewedy Electric's Business	➔
Group Environmental and Social Management System	➔
Product Quality and Safety	➔
Digital Trust and Security	➔
Zero Tolerance for Corruption	➔
Compliance With Tax Regulations	➔
Compliance With Export Control and Sanctions	➔
Human Rights	➔
Sustainable Supply Chain Management	➔
Community Health and Safety	➔

Leading With Integrity, Driving Accountability

At Elsewedy Electric, the Group's approach to sustainability is grounded in ethical conduct, transparency, and responsible leadership.

The Group believes that strong governance is essential to building trust, ensuring long-term business resilience, and advancing positive environmental and social impact.

Guided by clear values and a deep sense of accountability, Elsewedy Electric maintains high standards across its operations, reinforcing a culture in which integrity shapes decisions at every level. Through this commitment, the Group aims to generate sustainable value for all stakeholders while contributing to broader development goals.

*Sustainable revenues in this context are defined as the annual revenues that align with the Corporate Knights Sustainable Economy Taxonomy, tagged to the respective tiers of the Taxonomy.

2025 Key Highlights

Zero Confirmed incidents

of corruption across the Group's operations in 2025



98%

Whistleblowing case resolution rate via the Group's Speak-Up Portal



EGP 13.83 Bn

Total sustainable revenues* in 2025



Corporate Governance

Board Structure and Diversity

Elsewedy Electric S.A.E. is a publicly listed company on the Egyptian Stock Exchange (EGX listing date 18 May 2006), governed by a Board of Directors that holds ultimate responsibility for the Group's strategic direction, financial integrity, and long-term sustainability. The Group's governance framework is anchored in the Egyptian Corporate Governance Code, the listing rules of the Egyptian Exchange, and the regulatory requirements of the Financial Regulatory Authority, supplemented by Group-level governance policies and the Board's committee charters.

During 2025, Elsewedy Electric further strengthened its governance and operational resilience frameworks in line with the Group's international expansion, digital transformation agenda, and growing focus on sustainability integration across all business activities, including the enhancement of risk management oversight, compliance governance, and ESG-related accountability mechanisms across the Group's operations and subsidiaries.

10

Board Members



4

Board meetings



30%

Female Representation
at the Board Level



40%

Non-Executive
Board Members



20%

Independent Board Members



11.5 years

Average Tenure



Sadek Elsewedy
Non-Executive
Chairman

Joining Date
1/6/2005



Ahmed Elsewedy
Chief Executive
Officer

Joining Date
1/6/2005



Mohamed Elsewedy
Executive Board
Member

Joining Date
14/12/2005



Amr Labib
Executive Board
Member

Joining Date
1/6/2005



Azza Elsewedy
Non-Executive Board
Member

Joining Date
4/4/2021



**Abdelrahman
Elsewedy**
Executive Board
Member

Joining Date
17/1/2017



**Ahmed Abou-
Hendia**
Independent Board
Member

Joining Date
22/10/2017



**Ahmed Sadek
Elsewedy**
Non-Executive Board
Member

Joining Date
22/10/2018



Shahinaz Foda
Independent Board
Member

Joining Date
10/10/2021



H.E. Mariam AlMheiri
Non-Executive Board
Member

Joining Date
19/12/2024

Chairman's Responsibilities

The Chairman of Elsewedy Electric leads the Board of Directors in steering the Group's long-term strategic direction and safeguarding sustainable value creation for shareholders. He sets the tone for the Board's work, fostering informed and inclusive discussions, ensuring that sufficient time is dedicated to complex and sensitive matters, and structuring the Board's agenda to balance strategic priorities with effective oversight. The Chairman is responsible for encouraging active participation from all Board members and for ensuring that the decisions reached reflect the collective interests of the Group's shareholders.

Beyond his role in steering Board proceedings, the Chairman oversees the effectiveness of the Group's governance practices, recommending refinements where needed and ensuring that Board members receive timely, accurate, and transparent information on the Company's performance. He also supports the onboarding of new Board members through a tailored induction program coordinated by the Board Secretary, and periodically assesses the composition of the Board, proposing structural changes where these would strengthen its diversity, independence, or overall effectiveness.

Externally, the Chairman maintains constructive engagement with key stakeholders, including shareholders, regulators, government institutions, industry associations, and the financial community, representing the Group's strategic perspective and reinforcing its reputation for sound corporate governance. He also carries out any additional responsibilities delegated to him by the Board of Directors.



Chief Executive Officer's (CEO) Responsibilities

The Chief Executive Officer is accountable to the Board of Directors for the day-to-day leadership of Elsewedy Electric and for delivering on the Group's long-term ambition of sustainable, profitable growth. As the principal spokesperson of the organization, the CEO represents the Group in its engagement with government authorities, media, investors, and other external stakeholders, communicating the Company's strategic priorities and reinforcing its position as a trusted global engineering and infrastructure partner.

The CEO leads the development and execution of the Group's strategic direction, working alongside executive management to design business and financial strategies that translate the Group's vision into measurable value for shareholders, employees, and the markets in which it operates.

Operationally, the CEO oversees the implementation of commercial, financial, and operational plans aligned with the Board-approved strategy and ensures the integration of robust social and environmental policies across the Group's business activities. This includes establishing the management structures and accountability mechanisms required for the Group to meet its commitments in these areas.

The CEO directs the executive team in achieving performance targets, initiates corrective actions where required, and recommends executive remuneration and incentive programs to the Board. He provides regular reports to the Board on business performance, keeps the Chairman informed on all key matters, and ensures continuity of leadership through structured succession planning across critical positions. As part of the Group's growth mandate, the CEO also identifies new investment and acquisition opportunities that support Elsewedy Electric's strategic expansion into new markets, technologies, and value chains.

Board Committees

To support the Board of Directors in fulfilling its oversight responsibilities, Elsewedy Electric has established a structured set of Board Committees, each operating under a clearly defined mandate, composition, and reporting line to the Board.

These committees provide focused review, deliberation, and recommendation capabilities across the Group's most material areas of risk, governance, and strategy, ensuring that the matters with the greatest implications for long-term value creation and stakeholder trust receive the depth of attention they require.

Board Committee

Audit, Compliance & Risk Committee

Responsibilities

The Audit, Compliance & Risk Committee plays a central role in safeguarding the Group's integrity and governance. It oversees financial reporting to ensure accuracy, transparency, and alignment with international standards, while monitoring internal control systems and reviewing the effectiveness and independence of both internal and external audit functions.

The Committee also ensures adherence to legal and regulatory requirements, evaluates the effectiveness of the Group's compliance frameworks, and supports the operation of whistleblowing mechanisms and ethical conduct standards across the organization. Beyond compliance, the Committee establishes and supervises the risk management frameworks that address strategic, operational, financial, and information-related risks, contributing directly to the Group's long-term resilience and sustainability.

Through regular reporting to the Board of Directors and ongoing engagement with key stakeholders, it reinforces accountability, transparency, and alignment with Elsewedy Electric's values and regulatory obligations. During 2025, the Committee's mandate was further strengthened through the formal integration of the Group risk management function under Group Compliance, with a dedicated risk management role established and reporting directly to the Committee, providing a clearer line of accountability for enterprise risk, including climate-related and environmental risks, at executive and Board level.

Head

Ahmed Abou-Hendia

Members

Sadek Elsewedy
Shahinaz Foda

4

Meeting Frequency

Board Committee

Compensation & Remuneration Committee

Responsibilities

The Compensation & Remuneration Committee is responsible for overseeing fair and transparent practices related to compensation, benefits, and executive development across the Group. It reviews and recommends the nomination, remuneration, and benefits of Board members, ensuring alignment with prevailing market practices and governance standards.

The Committee also establishes and updates the Group's policies for employee compensation and benefits, including bonus structures, savings plans, and potential stock option schemes. In relation to executive management, it develops and evaluates compensation frameworks covering salaries, incentives, and performance-based rewards, while assessing the achievement of annual objectives.

Additionally, the Committee supports long-term leadership continuity by reviewing and advising on succession planning for key executive positions. During 2025, the Committee held one meeting to fulfil its oversight responsibilities and to review the alignment of executive remuneration with the Group's strategic, governance, and sustainability priorities.

Head

Sadek Elsewedy

Members

Ahmed Elsewedy
Ahmed Abou-Hendia

1

Meeting Frequency

Internal Audit and Compliance Functions

The Group's Internal Audit Department operates as an independent and objective assurance function at Elsewedy Electric Group level, supporting effective governance, accountability, and internal control processes across the organization. Functionally reporting to the Audit Committee and administratively to the Group CEO, the department is responsible for conducting a broad range of audit activities, including financial audits, operational audits, compliance audits, information systems audits, policies and procedures audits, as well as follow-up assessments. The annual internal audit plan is developed based on a comprehensive risk assessment process and is formally approved by both the Audit Committee and the Chairman of the Board of Directors. To ensure continuous oversight and transparency, the Group Chief Internal Auditor submits quarterly reports to the Audit Committee on key findings, observations, and progress against the approved plan.

Elsewedy Electric Group's Compliance Department operates as a fully independent function responsible for supporting compliance, integrity, and regulatory adherence across the Group's operations. The department functionally and declaratively reports to the Audit and Risk Management Committee, while administratively reporting to the Managing Director. Its responsibilities include identifying, assessing, monitoring, and providing recommendations related to risks arising from non-compliance with applicable laws, regulations, internal policies, and ethical standards. Through its oversight activities, the Compliance Department contributes to strengthening the Group's governance framework, reinforcing ethical business conduct, and supporting a culture of accountability and responsible decision-making.

In line with its commitment to enhancing enterprise-wide risk oversight, Elsewedy Electric Group further strengthened its risk management governance framework during 2024 and 2025. In 2024, the Board of Directors approved the establishment of a dedicated risk management function to enhance the Group's ability to identify, assess, and manage strategic and operational risks. Starting from the fourth quarter of 2024, the Group Compliance Department was restructured to incorporate an expanded risk management scope. Building on this development, a dedicated risk management position was fully established during 2025, with direct reporting lines to the Audit and Risk Management Committee. This evolution reflects the Group's continued focus on proactive risk governance, operational resilience, and strengthening long-term sustainable business performance.

During 2025, the Group also continued strengthening governance related to digital transformation, cybersecurity, AI-enabled risk and enterprise resilience, reflecting the increasing integration of advanced technologies across manufacturing, infrastructure, and operational processes

For more information, please refer to our [Annual Corporate Governance Reports](#)



Integrity and Compliance at the Core of Elsewedy Electric’s Business

Context

Integrity has been a defining principle of Elsewedy Electric's operations for over eight decades. The trust the Group has built with its customers, partners, employees, regulators, and shareholders rests on the consistent application of ethical principles across every dimension of its business, from product quality and operational discipline to financial reporting, governance, and stakeholder engagement. Within the Group, ethics and integrity are not treated as standalone compliance requirements, but as core attributes embedded in the way decisions are made and how the business is conducted across all subsidiaries and operating geographies.

The Group's leadership sets the tone for an organizational culture in which safety, fairness, equality, and well-being are central, and where employees are actively empowered to act in line with these values. Dedicated functions, including the Group Compliance Department, the Internal Audit Department, and the Audit and Risk Management Committee, operationalize this culture through structured processes, defined ownership, and ongoing oversight.

This integrated approach underpins the strength and transparency of the Group's relationships with its customers, business partners, and the wider stakeholder community.

Elsewedy Electric maintains rigorous standards across the topics most material to ethical business conduct, including cybersecurity, anti-bribery and corruption, fair competition, sanctions and export controls, and responsible supplier management. The Group has put in place controls designed to prevent insider trading, safeguard the accuracy of financial reporting, and protect its intellectual property, ensuring that every transaction is conducted with integrity.

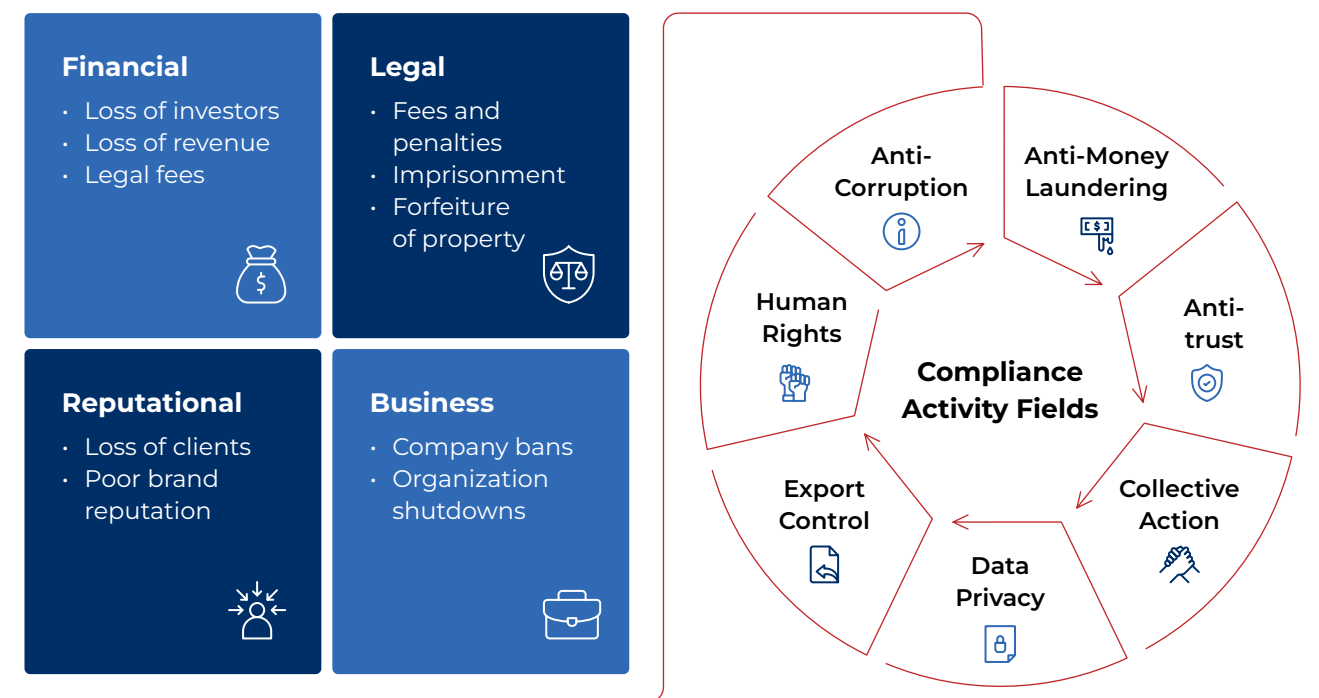
The Group's commitment to ethics also extends into its broader sustainability agenda, where the same principles of responsibility and transparency shape how Elsewedy Electric manages resource efficiency, environmental performance, and its contribution to a climate-resilient future.

Risks, Impacts, and Opportunities

Maintaining the highest standards of ethics, integrity, and regulatory compliance is fundamental to Elsewedy Electric's long-term resilience. The Group operates across more than 110 countries and within a continuously evolving regulatory landscape, a context in which non-compliance, ethical lapses, or weak controls could result in financial penalties, reputational damage, operational disruption, and the erosion of stakeholder trust. By staying informed about regulatory developments and proactively adapting its policies, processes, and controls, the Group not only maintains compliance, but also reinforces its capacity to anticipate and absorb emerging risks.

Elsewedy Electric addresses ethics and integrity risks, impacts, and opportunities through a proactive, prevention-led compliance framework centered on the efficient identification, assessment, and mitigation of risks across all jurisdictions in which the Group operates. This approach protects the Group's operations, reputation, and stakeholder relationships by anticipating and addressing potential fines, regulatory breaches, security incidents, and cases of non-compliance before they materialize. It also creates strategic opportunities, strengthening the Group's standing with investors, regulators, and rating agencies that increasingly differentiate among companies on the basis of governance quality and ethical performance.

Identified Impacts



To uphold this commitment, the Group continuously monitors developments in laws, regulations, and international standards relevant to its operations. Particular focus is placed on anti-bribery and anti-corruption, anti-money laundering and counter-terrorism financing, antitrust and fair competition, sanctions and export controls, anti-discrimination, data protection and privacy, environmental regulation, the safeguarding of company assets, labor rights, and human rights. This comprehensive approach preserves stakeholder trust and provides the foundation for the Group's long-term, sustainable success.

Our Management Approach

At Elsewedy Electric, integrity is upheld through an integrated management approach that combines policy architecture, structured compliance processes, training and awareness, and assurance activities, all reinforced by clear ownership across both management and the broader workforce.

The framework is anchored in a robust Code of Conduct that articulates the Group's expectations of ethical behaviour and is operationalized through a consolidated set of supporting policies covering anti-bribery and corruption, anti-money laundering, conflicts of interest, insider trading, sanctions, gifts and hospitality, third-party engagement, and whistleblowing.

Continuous education, regular policy updates, and structured audits sustain the framework's relevance as the regulatory environment evolves and the Group expands into new markets.



Relevant Policies and Documents

Anti-Bribery and Corruption Policy

Anti-Money Laundering & Counter Terrorism Financing Policy

Conflict of Interest Policy

Employee Code of Conduct

Group Gifts, Entertainment & Hospitality Policy

Insider Trading Policy

Third-Party Code of Business Conduct

Sanctions & Export Controls Policy

Whistleblowing Policy

Internal Audit Department

At the corporate level, the Internal Audit Department plays a central role in safeguarding integrity by independently assessing the adequacy and effectiveness of governance, risk management, and internal controls across all Group operations. Led by the Group Chief Internal Auditor, the department reports functionally to the Audit Committee of the Group Board of Directors and administratively to the Group CEO.

Its mandate covers two primary lines of service: assurance, providing management and the Board with confidence in the accuracy and reliability of data, reports, control environments, and information systems, and advisory, focused on process improvements, scalability, sustainability, and the continuous strengthening of the Group's control framework.

Elsewedy Electric's Code of Conduct

The Code of Conduct sets out the principles that guide ethical behaviour, integrity, and accountability across the Group. It helps maintain trust, reinforces the Group's values, and encourages responsible business practices across every operation, geography, and business segment.



Group Employee Code of Conduct

The Group Employee Code of Conduct applies to all Elsewedy Electric employees worldwide, regardless of role, tenure, or location, and serves as the central reference point for ethical decision-making across the organization. Updated in December 2025 as part of the Group's consolidated policy refresh, the Code is fully aligned with the supporting compliance policies governing anti-bribery and corruption, anti-money laundering, conflicts of interest, insider trading, and whistleblowing. It defines the Group's expectations of every employee around integrity, accountability, professional conduct, and respect, and requires employees to act in accordance with applicable laws and the Group's values, including stepping back from situations where independence or objectivity could be compromised.

The Code addresses the topics most material to ethical conduct in the Group's business, spanning lawful operations, health and safety, business continuity, the protection of company assets, and the reporting of non-compliance. It is designed to ensure that every employee is informed about the standards expected of them, confident in seeking guidance when needed, and empowered to escalate concerns through the Group's reporting channels. During 2025, 100% of employees attended training related to anti-corruption, compliance, and the Code of Conduct, reflecting strong engagement with these principles across the Group's global workforce.



Group Third Party Code of Conduct

The Group Third Party Code of Conduct extends Elsewedy Electric's ethical standards beyond its own organization, setting out the principles that guide responsible behaviour for all external counterparties doing business with the Group. The Code applies to a broad range of partners, including suppliers, contractors, service providers, agents, customers, and financial institutions, and requires them to uphold standards aligned with the Group's values of integrity, trust, transparency, and mutual respect.

It defines expectations around lawful operations, the respect of human rights, environmental responsibility, occupational health and safety, accurate recordkeeping, and the fair treatment of workers across the third party's own operations and value chain. Elsewedy Electric reserves the right to disengage from any third-party relationship that could compromise the Group's independence, objectivity, or professional integrity. The Code was also refreshed in December 2025 as part of the Group's consolidated policy update.

Compliance

Elsewedy Electric manages its integrity and ethics commitments across the entire value chain through a structured governance approach that combines Board-level oversight with operational delivery at the corporate level. At the Board level, the Audit and Risk Management Committee is responsible for overseeing the maturity and effectiveness of the Group's governance, organizational risk management systems, processes, and controls. The Committee also ensures that compliance-related policies, controls, and training are adequately implemented and communicated across all Group entities. Accordingly, the Group's Compliance Framework operates on a prevent–detect–respond model designed to mitigate the legal, regulatory, and reputational risks associated with conducting business across more than 110 countries.

Throughout 2025, the Group's Compliance Department continued to strengthen the Compliance Framework as the first line of defence, focusing on safeguarding the Group's operations through robust governance, enhanced oversight, and proactive engagement. A major milestone was reached in December 2025 with the release of a consolidated set of nine Corporate Compliance Policies, all effective from 7 December 2025: the Anti-Bribery and Corruption Policy, the Anti-Money Laundering and Counter-Terrorism Financing Policy, the Conflict of Interest Policy, the Employee Code of Conduct, the Gifts, Entertainment and Hospitality Policy, the Insider Trading Policy, the Third-Party Code of Business Conduct, the Sanctions Policy, and the Whistleblowing Policy. These policies, fully aligned with international compliance standards, were complemented by five key Group-wide initiatives launched during the year: a Policy Governance and Framework Alignment program standardizing documentation and benchmarking against international references; a Group-Wide

Compliance Risk Assessment mapping risks at the entity level; an enhanced Third-Party Due Diligence (TPDD) process to reduce sanctions and bribery exposure across the supply chain; tailored Compliance Training and Culture workshops for high-risk functions; and the deployment of a Group-wide e-learning platform reinforcing day-to-day compliance awareness. During the reporting year, the Group delivered 8 sessions of Compliance Awareness and Due Diligence training totalling 8 hours per employee, reaching more than 1,000 employees with a 100 percent completion rate, alongside 11 New Hire Induction sessions of 11 hours per employee bringing over 50 new joiners into the framework, also at 100 percent completion.

1,000+

Attendees in Compliance Awareness & Due Diligence Training (100% completion)



50+

New joiners completed New Hire Induction sessions (100% completion)



100%

Governance body members, employees, and business partners reached



100%

communication and training on anti-corruption to all governance body members, employees, and business partners



As a result, by year-end 2025, 100 percent of governance body members, employees, and business partners had received communication and training on the Group's anti-corruption framework.

Prevent



Prevention is anchored in the continuous development, review, and implementation of compliance policies and procedures, supported by Compliance Risk Assessments (CRA) conducted at the early stages of new business activities to identify and address potential risks before they materialize.

The Group reinforces this preventive posture through structured Compliance Due Diligence (CDD) and third-party screening, covering Know Your Customer (KYC) checks, country risk rating, human rights assessments, and anti-bribery and anti-corruption screening, and through the operation of a centralized Compliance Portal and Group Policies Platform that improves accessibility and transparency across all operations.

In 2025, the Group also advanced a digital transformation program to automate compliance processes and controls across its global footprint.

Detect



Detection relies on the ongoing monitoring of operations and controls across all subsidiaries through internal audits and compliance reviews, complemented by automated screening and risk-rating tools that continuously assess third-party integrity. The Whistleblowing Portal provides a secure and anonymous reporting channel for misconduct, fraud, and ethical concerns, while measurable compliance KPIs are tracked on a quarterly basis to ensure timely and consistent follow-up.

Respond



Response encompasses the full case-handling cycle, from intake and investigation to corrective action and escalation. The Group manages each case through structured investigation protocols, coordinates remediation plans, and escalates outcomes to the relevant governance bodies. Root cause analyses inform the design of improvement measures that prevent recurrence, and timely reports on incidents and response actions are submitted to the Board of Directors and the Audit and Risk Management Committee.

Compliance Investigation Process

To ensure that every reported concern is handled with objectivity, consistency, and transparency, Elsewedy Electric has established a formal Compliance Investigation Process structured around seven sequential stages. When a potential violation is reported through any of the Group's official reporting channels, the Compliance Department first conducts a structured initial assessment to evaluate the credibility and scope of the allegation and to determine whether a formal investigation is warranted. Cases that meet the threshold are then mandated to the appropriate investigation team, after which research and planning define the investigation's objectives, methodology, and timeline.

The investigation itself follows a defined sequence, evidence gathering, fact-finding, document review, and stakeholder interviews, conducted with strict confidentiality and full respect for the rights of all parties involved. The findings are consolidated into a formal investigation report that captures the conclusions reached, the evidence reviewed, and any recommended actions. Where misconduct is confirmed, the process concludes with the application of disciplinary measures and remediation, alongside follow-up actions to verify implementation, prevent recurrence, and reinforce the integrity of the broader compliance framework.



Whistleblowing Policy

Elsewedy Electric's Whistleblowing Policy, refreshed in December 2025 as part of the Group's consolidated compliance policy update, is designed to foster a culture of transparency and accountability by enabling the prompt reporting of misconduct or violations of the Group's policies and applicable regulations. The Policy applies to all internal and external stakeholders, including employees, interns, third-party service providers, suppliers, and business partners, and sets out clear mechanisms for reporting concerns confidentially and without fear of retaliation.

The Policy covers a broad spectrum of integrity-related concerns, including bribery, fraud, conflicts of interest, harassment, discrimination, environmental and safety risks, and the misuse of company assets. The Group Compliance Department is responsible for managing the reporting channels, ensuring their accessibility across the Group's geographies, safeguarding the confidentiality of every report, and overseeing the integrity of subsequent investigations. The Policy is reviewed annually and supported by organization-wide awareness campaigns, training programs, and the Speak-Up Portal.

In 2025, the Group received 71 complaints through its Speak-Up Portal, reflecting the active engagement of stakeholders in raising concerns and supporting the Group's commitment to ethical business practices. The integrity of the reporting system is reinforced by clear case management protocols and the structured investigation process described above.

Whistleblowing Reporting Channels

[Group Whistleblowing Policy](#)

 Speak Up Portal
<https://compliance.Elsewedy.com/>

 Email
compliance-int@Elsewedy.com

 P.O Box
Plot No. 13C03, Cairo Festival City, 5th Settlement. Box 310, New Cairo, Egypt.



Speak-Up Portal



At the heart of the Group's reporting infrastructure sits the Speak-Up Portal, a confidential and secure digital channel that allows employees, suppliers, customers, and business partners to raise concerns, report potential misconduct, or suggest improvements without fear of retaliation. Through the portal's "New Case" feature, stakeholders can categorize their submissions according to their relationship with the Group, enabling efficient routing, more responsive handling, and faster resolution. By making the portal accessible to both internal and external stakeholders, and by complementing it with multiple alternative reporting channels, Elsewedy Electric reinforces the culture of openness, psychological safety, and ethical accountability on which its long-term performance and stakeholder trust depend.

[Link to the Speak Up Portal](#), accessible to all Elsewedy Electric stakeholders



71

Complaint Cases reported through the Speak Up Portal



35

Substantial Cases qualified as whistleblowing



31

Cases Resolved by year-end



88.5%

Whistleblowing Case Resolution Rate



4

Cases under active investigation at year-end 2025



Corrective Actions

Elsewedy Electric treats every reported case as an opportunity to strengthen its compliance ecosystem. All reports submitted through whistleblowing channels are reviewed to identify root causes and to determine the most appropriate corrective actions, which may include disciplinary measures applied in collaboration with the HR Department and in line with applicable local regulations.

Where systemic issues are identified, the Group initiates targeted audits, updates relevant policies and procedures, and rolls out focused training sessions to address the gaps detected. Insights from previous cases are systematically integrated into internal processes, strengthening controls, raising awareness of emerging risks, and reinforcing the Group's commitment to ethical conduct and continuous improvement.



Group Environmental and Social Management System

The Group's Corporate Environmental and Social Management System (C-ESMS), established in 2023 in fulfilment of one of the foundational commitments of the 2020–2030 Sustainability Strategy, provides the comprehensive framework through which Elsewedy Electric Group identifies, assesses, manages, and monitors environmental and social risks and opportunities across all subsidiaries, manufacturing facilities, construction sites, and project locations. Aligned with international standards and Good International Industry Practice (GIIP), the C-ESMS embeds sustainability into every level of the Group's operations, from strategic project planning to daily activities, while enabling the Group to proactively secure resource efficiency and reinforce trust with stakeholders, including investors, customers, regulators, and communities. In alignment with Egypt's Vision 2030 and the Group's broader sustainability agenda, the system anchors the Group's long-term commitment to responsible business conduct, value creation, and community empowerment for future generations.

The C-ESMS defines how the Group manages environmental and social risks and opportunities across all operations and is built on a comprehensive baseline assessment of existing Group policies, standards, procedures, and processes, laying the foundation for a robust system that builds on current practices while systematically addressing identified gaps. Throughout the system's continued evolution since its formal establishment, the C-ESMS has matured into a structured architecture that consolidates 83 documents across three governance levels, integrating policy, procedure, monitoring, training, and continuous improvement under a single integrated framework.

ESMS Scope and Core Components

The C-ESMS brings together a structured ecosystem of policies, procedures, operational plans, and digital tools that collectively drive continuous improvement in the Group's environmental and social performance. Designed to be broad in scope yet consistent in application, the system is integrated across every dimension of the Group's business activity, including manufacturing, engineering and construction, infrastructure investment, and digital services, and across all subsidiaries operating under the Group's management control. For a public overview of the system, please visit the dedicated [ESMS section of Elsewedy Electric's website](#).



Key components of Elsewedy Electric's ESMS include:



Environmental & Social (E&S) Policies and Procedures

The Group has formalized a comprehensive set of Group-wide environmental and social policies and procedures, encompassing both the development of new policies and the periodic refresh of existing ones. These are embedded within the C-ESMS alongside enhanced due diligence and land acquisition processes. The Group has also refreshed its EHS audit program and established a clear organizational framework for E&S management, with defined roles operating through a dedicated ESHS governance structure.



Due Diligence Processes and Procedures

An integrated Environmental and Social Due Diligence (ESDD) process sits at the heart of the C-ESMS, ensuring that risks are systematically identified and mitigated across all operations. Biodiversity is addressed using a precautionary approach, anchored in the Group's Biodiversity Policy, the Land Acquisition Operating Procedures, and the inclusion of biodiversity criteria in project planning, applied consistently across geographies and project types to protect ecosystems and natural habitats.



Objectives, Targets, and KPIs

The C-ESMS is aligned with the Group's 2020–2030 Sustainability Strategy and operationalizes its ambitions through SMART environmental and social objectives. For each objective, measurable KPIs have been defined to track performance across emissions, resource use, occupational health and safety, community relations, and biodiversity, supporting both regulatory compliance and continuous improvement.



Implementation Plan and Stakeholder Engagement

A structured ESMS Implementation Plan sets out responsibilities, timelines, and resources at both Group and subsidiary levels, supported by a Corporate Stakeholder Engagement Plan that anchors transparent dialogue with employees, contractors, communities, regulators, and other affected parties. This engagement approach reinforces system adoption and ensures responsiveness to legitimate stakeholder concerns across the Group's geographies.

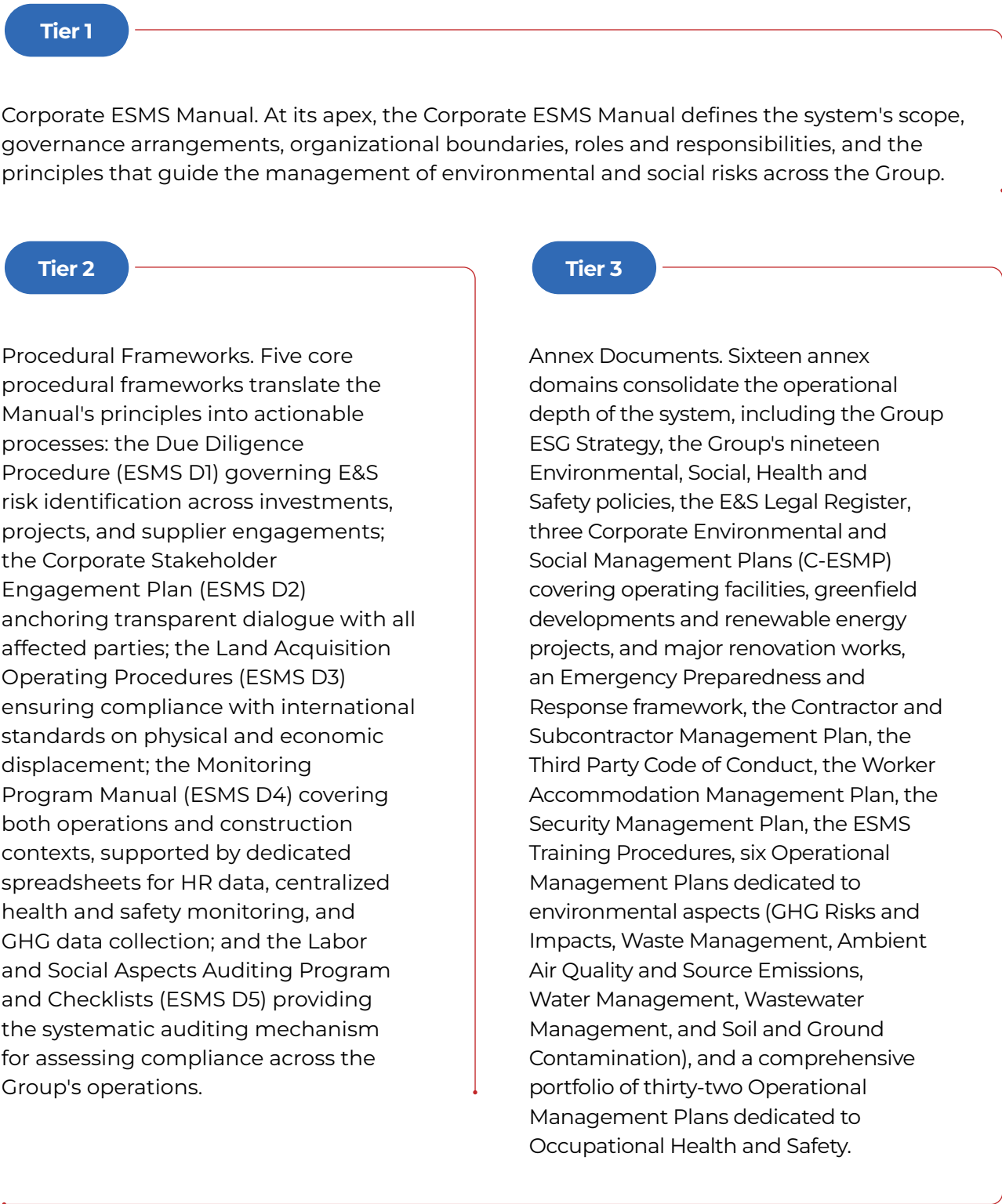


Monitoring, Evaluation, and Continuous Improvement System

A dedicated Monitoring Program Manual establishes a Group-wide framework for tracking progress against defined targets, with data collected from all sites and consolidated for review. Performance is regularly evaluated through internal audits, management reviews, and structured gap analyses, and the lessons learned feed back into policy and procedure updates, ensuring the C-ESMS continues to evolve in line with international best practice and changing regulatory requirements.

ESMS Architecture: A Three-Tiered Documentation Framework

The C-ESMS is structured as a coherent three-tier documentation framework that translates the Group's strategic sustainability commitments into operational practice across every business segment, subsidiary, and reporting facility.



Nineteen Group-Level ESHS Policies

The C-ESMS is anchored in nineteen Environmental, Social, Health and Safety policies that establish consistent expectations across the Group on the most material sustainability matters, applicable to all subsidiaries, joint ventures, and contractors operating under the Group's management control:



These policies are reviewed periodically through dedicated ESMS Periodic Revision Procedures, with any amendment processed through a formal request and approval workflow ensuring transparency and traceability of policy evolution over time.

Implementation Status and Governance

Initiated at corporate level in 2022 and fully developed in 2023, the C-ESMS is today fully implemented at Group level, covering all of Elsewedy Electric's business activities and subsidiaries across the countries in which the Group operates. Further information on the Corporate Environmental and Social Management System (C-ESMS) is available on the Group's dedicated [ESMS webpage](#). With the development phase complete, the focus has shifted decisively toward embedding the system in day-to-day operations at each subsidiary, manufacturing facility, and project site. Each subsidiary is progressively aligning its local practices with the Group's framework, adapting procedures to its specific operating context while preserving the overall standards and consistency established by the corporate center.

Throughout 2025, C-ESMS implementation continued maturing across the Group's subsidiaries, with several entities advancing dedicated environmental and social management initiatives at site level. At Elsewedy Electric Cable Accessories, the Environmental and Sustainability Department completed a comprehensive 21-initiative environmental program across Egypt and KSA operations covering ISO 14001:2015 alignment, COSHH chemical safety management, certified third-party environmental measurements through the Tabbin Institute, Environmental Impact Assessments, a structured three-bin waste segregation system, blue-collar environmental training, and the digital transformation of environmental records. The program delivered a successful Corporate Audit outcome with a score of 99/100 and zero non-conformities, demonstrating documentation maturity and proactive EMS implementation at subsidiary level. Additional achievements included the recognition of Elsewedy Electric Cable Accessories with the World Environment Day 2025 Award and the rollout of plastic-free workplace initiatives that avoided more than 40,000 single-use plastic items.

ESMS Governance Structure

Governance of the C-ESMS is structured to ensure consistent Group-wide implementation, clear lines of accountability, and continuous performance monitoring. Strategic oversight begins with the Board of Directors and the Group CEO, who hold ultimate responsibility for the strategic direction of the system and the formal approval of its policies and procedures.

The Group Chief Sustainability Officer (CSO) serves as the executive sponsor of the C-ESMS, coordinating across functions, championing the system at the highest level of management, and ensuring its alignment with the Group's broader corporate priorities.

The Group ESG, Sustainability, and CSR Department plays a central role in developing C-ESMS procedures in collaboration with leading ESG consultants and external experts.

This team is responsible for designing the system in line with international best practice, defining the KPIs against which implementation is measured, and monitoring performance at Group level.

The Corporate Compliance Department drives the day-to-day rollout of the C-ESMS across the organization. Working closely with the Sustainability and EHS teams, the Compliance function ensures that every subsidiary, business unit, and facility adopts and adheres to the framework. Its responsibilities include the localization of Group environmental and social policies, ensuring alignment with legal requirements and regional contexts without compromising the integrity of core standards, alongside conformance audits, monitoring of system adoption, and progress reporting to senior management. By acting as both mentor and watchdog, the Compliance team builds the local capacity needed to manage E&S risks effectively at the operational level.

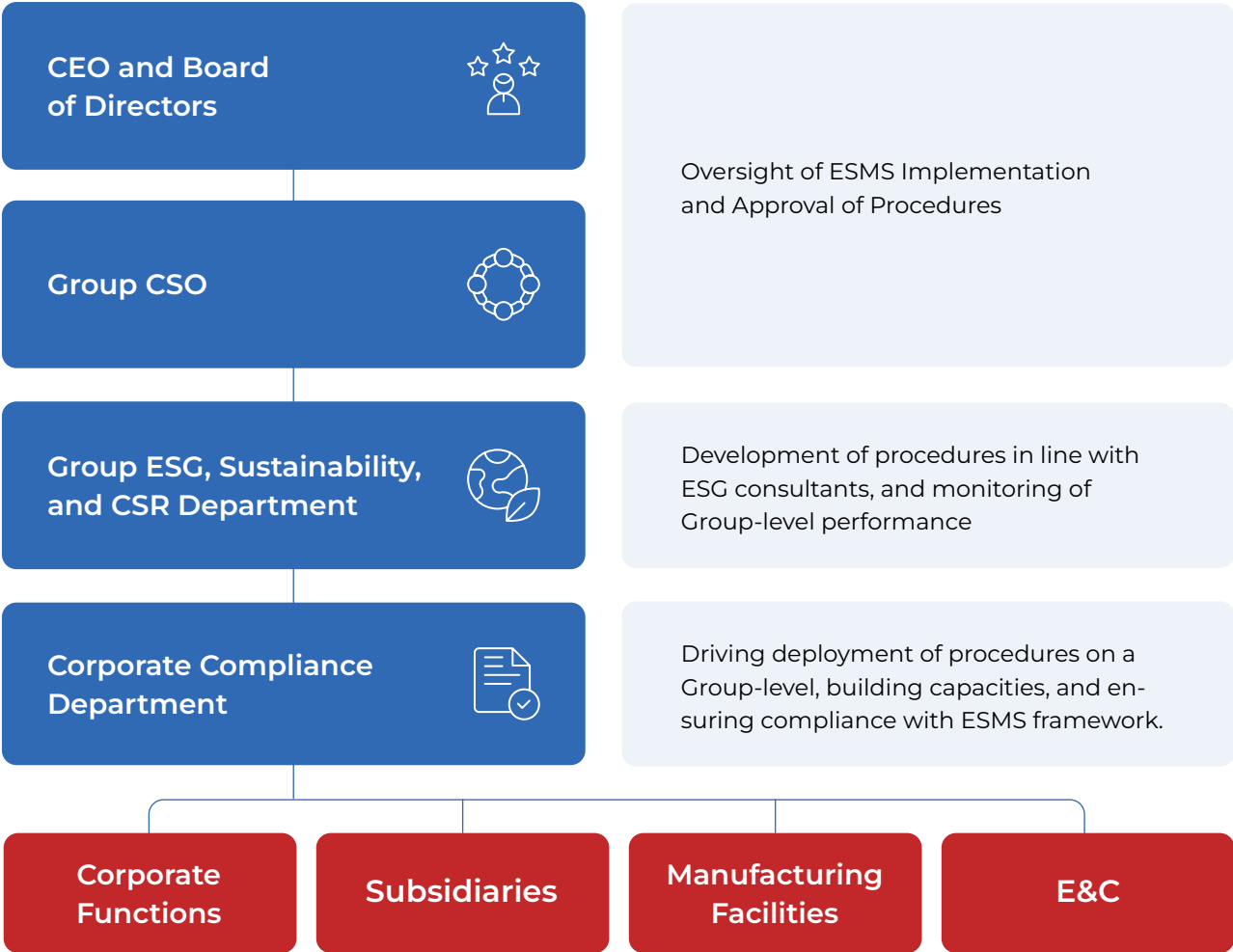
At the operational level, Corporate Functions, Subsidiaries, Manufacturing Facilities, and the Engineering & Construction (E&C) divisions are responsible for implementing the C-ESMS in their day-to-day activities. These entities ensure that site-level practices reflect Group-wide policies, contribute the data and insights required for performance monitoring, and partner with Group departments to drive continuous improvement in E&S performance.

This multi-tiered governance structure ensures that the C-ESMS is not only policy-driven at the top, but also grounded in practical implementation across Elsewedy Electric's value chain, strengthening accountability, operational discipline, and the Group's long-term sustainability outcomes.





Group ESMS Governance Structure



Capacity Building at the Group-Level

Alongside the localization of policies, building internal capacity across the Group has been a central pillar of C-ESMS implementation. Elsewedy Electric has invested deliberately in strengthening the capabilities of teams at both corporate and subsidiary levels to operate effectively under the system, providing dedicated resources and expert support to help each subsidiary establish its own local E&S committees and focal points. The Compliance and Sustainability functions guide these local teams hands-on, supporting the development of site-specific action plans, the conduct of risk assessments, and the rollout of monitoring and reporting systems.

The outcome is a steadily expanding pool of internal expertise: each subsidiary is progressively developing its own proficiency in environmental and social management under a common framework, ensuring that sustainability practices are uniformly understood yet flexibly applied to local contexts. The Group Compliance team convenes regularly with subsidiary compliance officers and EHS managers to share best practices, address shared challenges, and ensure that the C-ESMS is effectively integrated into operational decision-making across the Group.



ESMS Training and Awareness

A dedicated C-ESMS training program underpins the system's successful rollout, ensuring that those responsible for implementation have the technical knowledge and practical skills required to embed the framework in their day-to-day work. Structured as a multi-tiered program, the training targets the Compliance and Sustainability teams as initial audiences, the personnel who act as ESMS champions across the Group's subsidiaries and departments, before cascading to broader operational and management populations.



Training Structure and Delivery

Training is delivered through a blend of interactive workshops, e-learning modules, and on-the-job sessions. Early in the rollout, the Group organized intensive corporate-level workshops for compliance officers and EHS managers from each subsidiary, introducing the C-ESMS framework in detail, from the new E&S policies and due diligence procedures to the setting of local targets and the use of monitoring tools. Online learning modules covering risk assessment, incident reporting, stakeholder engagement, and data management make the material available on-demand, while facility managers and project leaders receive practical, site-level coaching on incorporating C-ESMS checklists into operational decision-making. This blended approach ensures training is continuous, accessible, and adaptable to different learning styles and schedules.



Target Audience

Building a Network of C-ESMS Ambassadors. The immediate beneficiaries of the program are the Group Compliance Department and the designated E&S coordinators within each subsidiary, compliance officers, HSE specialists, and sustainability focal points, who are tasked with becoming C-ESMS ambassadors within their organizations. After receiving training, these specialists disseminate the knowledge to their local teams and colleagues. Over time, the training scope has expanded beyond the core compliance team to include department managers and other key staff, fostering broader organizational understanding of the C-ESMS. By 2023, 100% of Elsewedy Electric's employees across all subsidiaries had received training on the Group's Code of Conduct and compliance policies, creating a strong foundation of general compliance awareness on which the specialized C-ESMS training continues to build.



Support Resources and Tools

The Group provides a comprehensive set of supporting resources, including a short C-ESMS introduction video that explains the system's purpose and benefits and is used to set context at the start of training sessions and across the company intranet. Detailed training manuals and guidelines offer step-by-step procedural references, covering, for example, how to conduct an environmental and social impact assessment in line with C-ESMS standards, or how to log data into the C-ESMS monitoring system. The Group's Learning Management System (LMS) hosts quizzes and interactive scenarios to test trainees' understanding, while a community of practice of trained compliance and sustainability officers, convening via group communications, online forums, and periodic conference calls, provides ongoing peer support beyond formal training sessions.



Continuous Capacity Building

C-ESMS training is treated as a continuous process, not a one-off event. As the system evolves and new lessons emerge from each cycle of monitoring and review, the training content is updated accordingly. Refresher trainings are scheduled annually to keep staff aligned with the latest procedures, and new employees in relevant roles receive C-ESMS-specific induction as part of their onboarding. By sustaining this ongoing training and capacity-building program, Elsewedy Electric ensures that knowledge of the C-ESMS remains fresh and that the Group retains the skills required to keep the system effective over the long term, reflecting a culture in which environmental and social performance is everyone's responsibility, supported by knowledgeable champions at every level of the organization.

Product Quality and Safety, Customer Satisfaction and Engagement

Context

For Elsewedy Electric Group and the broader energy, infrastructure and industrial sectors in which the Group operates, upholding the highest standards of product quality and safety represents both a fundamental responsibility and a strategic differentiator. The Group manufactures mission-critical equipment, including low, medium and high-voltage cables, transformers, smart meters, electrical insulators, telecom solutions and integrated infrastructure systems, that supports national power grids, utilities, industrial facilities, transport networks and digital infrastructure across more than 30 countries. The reliability, durability and safety of these products directly influence the continuity of essential services, the protection of communities and end-users, and the resilience of the energy systems on which modern economies depend.

Stringent quality and safety practices, embedded throughout the Group's value chain, ensure that products consistently meet and frequently exceed applicable regulatory frameworks, customer specifications and international engineering standards. The Group's adherence to ISO 9001 Quality Management Systems, together with sector-specific certifications and the integration of advanced testing, traceability and continuous improvement mechanisms, reinforces its long-standing commitment to delivering dependable, high-performance products and services. This commitment is central to sustaining customer trust, supporting safe and reliable energy access for societies, and securing the Group's leadership position in a highly competitive and increasingly regulated global market.



Risks and Opportunities

Maintaining elevated standards of product quality and safety is critical for Elsewedy Electric Group given the scale, complexity and safety-critical nature of its product portfolio. Inadequate adherence to quality and safety standards could expose the Group to operational disruptions, safety incidents, regulatory penalties, reputational damage and erosion of customer confidence. Conversely, the consistent delivery of products that meet rigorous quality and safety benchmarks strengthens brand equity, improves cost efficiency by reducing rework and warranty claims, and creates strategic differentiation that opens doors to new partnerships, pre-qualifications with international utilities, and entry into highly regulated markets.

National and international laws, customer technical specifications, and evolving sustainability-linked procurement requirements continue to impose increasingly stringent obligations on manufacturers of electrical and industrial equipment. Addressing these expectations requires sustained investment in modern testing infrastructure, digital quality management tools, employee competency development and supplier capability building. The principal risk categories monitored across the Group include:

Design-Related Safety and Quality Challenges

issues that may arise from product design choices, material selection or insufficient design validation, with the potential to affect performance in field conditions.



Production and Logistics Issues

process variation, equipment malfunction or supply chain disruptions affecting consistency, throughput or product integrity.



Installation and Service Challenges

post-delivery risks linked to commissioning, on-site assembly, maintenance and after-sales service performance.



Software Integrity and Performance Concerns

cyber-physical risks associated with the firmware, embedded systems and digital platforms integrated into smart meters, telecom systems and connected infrastructure.



Supplier Reliability and Supply Chain Vulnerabilities

risks linked to the quality, ethical performance and continuity of upstream suppliers of raw materials, components and outsourced services.



Our Management Approach

Elsewedy Electric Group manages product quality and safety through an integrated, Group-wide framework that combines robust governance, certified management systems and a culture of continual improvement. At its core, this framework is anchored in the Group's Quality, Health, Safety and Environment (QHSE) Policy, which establishes consistent expectations for every subsidiary, manufacturing facility and business unit, and which is reinforced by leadership accountability at executive and board levels.

100% of the Group's manufacturing facilities operate under ISO 9001 Quality Management Systems, ensuring uniform adherence to the Group's quality principles and to the requirements of the Code of Conduct. This commitment extends across the global supply chain, operations and quality network, fostering a culture in which quality, customer-centricity and operational excellence are integrated into daily decision-making at all levels. Leadership assessments form an integral part of this process, generating direct insights into operational performance and guiding continuous improvement aligned with industry benchmarks. Products and systems across the Group are independently certified by internationally recognized bodies, including ISO, KEMA, BASEC and IATF, among others, providing third-party verification of conformance to applicable engineering, environmental and safety standards.

The Group's vision is to be the preferred choice in both domestic and international markets by delivering products and projects that meet stringent global standards. Across all operations, the Group prioritises the health, safety and environmental well-being of its workforce through strict adherence to Occupational Health, Safety and Environmental (OHSE) regulations. Continuous improvement is central to this approach, with a focus on human health, operational safety, environmental protection and community engagement. Employees and contractors across the Group are expected to actively engage with Quality, Health, Safety and Environmental (QHSE) policies, with management leading the communication and implementation of these standards. Through this integrated approach, Elsewedy Electric remains dedicated to minimising its environmental impact, enhancing quality and safety performance, and maintaining open communication with stakeholders to ensure effective QHSE practices and improvements.

100%

of Elsewedy Electric's manufacturing facilities are certified to ISO 9001 Quality Management Systems



Quality Management System and Audit

At Elsewedy Electric Group, quality is approached as an integrated and continuously improving element embedded within day-to-day operations. The Group's Integrated Management Systems (IMS), which combine ISO 9001 for Quality, ISO 14001 for Environment, ISO 45001 for Occupational Health and Safety, and where relevant ISO 50001 for Energy, are designed to ensure that all products and services consistently meet rigorous internal requirements and international standards. Through this integrated framework, the Group reinforces its commitment to customer satisfaction, regulatory compliance and operational excellence.

The IMS is supported by clear policies, documented processes and structured internal and external audits that systematically ensure continual improvement. Regular internal audits, validated by supplier audits, customer audits and the verification of systems' effectiveness, guide the Group toward enhanced performance and risk mitigation. Across the Cables sector, the Group develops its audit plans in alignment with its corporate strategy, emphasising traceability, consistency and accountability at every stage of production.

During 2025, internal audits were conducted across all operational areas including production, service, sales, procurement and administrative functions. These audits assessed compliance, measured system maturity and

captured opportunities for improvement. The Group implemented corrective and preventive actions to address findings, maintaining a consistently high level of audit closure with minimal or no non-conformities reported across subsidiaries. In parallel, several quality-driven transformation initiatives advanced across operations, including process monitoring, non-destructive testing, the establishment of quality checkpoints across production lines, the deployment of Six Sigma methodologies and the introduction of digital quality management practices. In the Cables sector specifically, targeted initiatives have been introduced to optimise quality assurance and improve efficiency, particularly in telecom cabinet production, Radio Frequency (RF) module testing and sensor calibration systems.

The Group places strong emphasis on capacity building, ensuring that employees at all levels are trained and certified in internal auditing and quality assurance practices. Initiatives in 2025 ranged from ISO internal auditor certification to hands-on safety and operational training across critical manufacturing and service areas. In line with the Group's sustainability goals, several subsidiaries have begun adopting digital document management tools, improving traceability, security and real-time decision-making in quality assurance workflows. This reflects the Group's broader commitment to responsible growth driven by technology, transparency and a customer-first mindset.

Performance across the Group's Manufacturing Facilities

Across the Group's manufacturing facilities, structured internal and external audits delivered strong results in 2025, illustrating the consistency of audit performance and quality discipline maintained at facility level. At Iskraemeco Sarajevo (Iskra Bosnia), both internal and external audits, including the ISO 9001 audit conducted in March 2025, were completed with zero inconsistencies and zero non-conformity reports.

At Iskraemeco Egypt, the Quality Assurance department's 2025 performance, evaluated on objective achievement, safety consciousness and competency conformity, recorded results between 97% and 99%; the facility successfully updated its ISO 9001, ISO 14001, ISO 45001, ISO 17025 and ISO 27001 certifications during the year, and expanded its certified scope to include the gas meter factory under ISO 9001 and the AM550 and IE.x meter families under MID Module B+D and PTB schemes respectively.

ECMEI operated under an integrated ISO 9001, ISO 14001, ISO 45001 and ISO 50001 management system, supported by a comprehensive QHSEE Policy and risk-based decision-making procedures embedded across all operational functions. Elsewedy Electric Zambia (EEZL) maintained its ISO 9001:2015 certification (Certificate ZA19/210254) for the design, manufacture and repair of oil-immersed distribution



transformers, supported by a multi-stage Quality Gates inspection process that covers incoming materials, in-process monitoring, final acceptance testing and routine testing before dispatch. The Cable Accessories operations across Egypt and KSA successfully passed the 2026 Corporate Environmental Management System audit with a score of 99 out of 100, recording zero major and zero minor non-conformities, with only two observations both closed within one day.

Elsewedy Telecom Cables maintained its ISO 9001:2015 certification for Quality Management together with sector-specific compliance under ISO/IEC 11801, ISO/IEC 24702 and ISO/IEC 17025:2017, and continues to hold product approvals including UL, CE, Force and RoHS certifications.

External Sustainability Audits

Beyond the audits associated with the renewal and surveillance of ISO certifications, Elsewedy Electric Group is subject to a complementary set of external sustainability audits conducted by independent third parties on behalf of major international customers and pre-qualification platforms. These assessments evaluate the Group's performance against rigorous sustainability, ethics, labour, health and safety, environmental and quality criteria, and they form a critical pillar of the Group's broader sustainability assurance framework. While ISO certification audits verify compliance with management system standards, external sustainability audits examine the practical application of sustainability principles across operations, employee practices and supply chain relationships, providing an independent view of the Group's overall sustainability maturity.

During 2025, several Elsewedy Electric subsidiaries within the Cables sector successfully completed independent external sustainability assessments, each delivering strong results that reinforce the Group's positioning as a trusted supplier in global utility, energy and infrastructure value chains. Four notable external assessments completed during the year are described in the following subsections, covering supplier audits conducted by Siemens Energy and Achilles UVDB, the Hitachi Energy Supplier Sustainability Development Programme (SSDP) assessment delivered through Bureau Veritas, and the Sedex Self-Assessment Questionnaire.

Siemens Energy Supplier Audit | El Sewedy Cables

In April 2025, Siemens Energy conducted a comprehensive supplier audit at the El Sewedy Cables factory in 10th of Ramadan City, Egypt. The audit covered the QEHS management system in alignment with ISO 9001, ISO 14001 and OHSAS 18001, together with Siemens Energy's internal rules and regulations for the manufacture of 500 kV High Voltage Cables. The facility achieved an overall score of 84%, with individual category results ranging from 78% to 89% across twelve assessed items.

As a result of the audit outcome, El Sewedy Cables was formally released as an approved Siemens Energy supplier of High Voltage cables up to 500 kV, with the approval valid for three years until April 17, 2028. This achievement strengthens the Group's positioning in high-voltage transmission supply chains and reinforces the technical and operational credibility of its cable manufacturing operations.

UVDB Verify (Achilles) Audit | El Sewedy Cables Egypt

On May 13-14, 2025, El Sewedy Cables Egypt underwent a Verify Category D audit conducted by Achilles UVDB, the leading supplier pre-qualification and audit platform for the utilities sector. The audit assessed performance across four disciplines: Health and Safety, Environment, Quality and Sustainability. The facility achieved a perfect overall score of 100% across all four disciplines, both at Management System and Site level. The audit recorded zero critical, zero major and zero minor non-compliances, with only two minor observations relating to the format of the fire risk assessment template and incremental improvements to machinery guarding.

This outcome reflects the maturity of the Group's management systems and operational discipline and reinforces El Sewedy Cables' eligibility to serve major European and international utility customers that rely on UVDB Verify as a pre-qualification standard.

Hitachi Energy SSDP Assessment | Egytech Cables

On February 4, 2025, Egytech Cables, located at 10th of Ramadan City, completed the Hitachi Energy Supplier Sustainability Development Programme (SSDP) assessment, conducted on-site by Bureau Veritas IRCA QHSE Lead Auditors over a two-day period. The assessment evaluated the facility's performance against an extensive framework covering General Management, Working Hours, Remuneration, Social Benefits, Health and Safety, and Environment. Egytech Cables achieved 150 out of 168 expected points, corresponding to an overall achievement rate of 95.23%, well above the minimum required threshold of 126 points. The assessment recorded zero critical non-compliances and zero red flags, with one serious and four minor findings, all of which are being addressed under a formal Corrective and Preventive Action Plan with full closure targeted within six months of the assessment date. The facility's certifications portfolio, including ISO 9001 (BASEC), ISO 14001, ISO 45001, ISO 50001 and ISO 22301, was independently verified as part of the assessment.

Sedex SAQ Self-Assessment | El Sewedy Cables and Egytech Cables

In addition to on-site external audits, El Sewedy Cables and Egytech Cables completed the Sedex Self-Assessment Questionnaire (SAQ) with a 100% submission rate, last updated on October 30, 2025. The SAQ covers labour standards, health and safety, environment, business ethics and management systems, providing customers with a transparent view of the Group's responsible sourcing performance.

The submission confirmed adherence to international human rights commitments, ISO 14001, ISO 45001 and ISO 50001 certifications, a documented anti-bribery management system, a fully digitalised payroll process, 100% union membership coverage, 99% collective bargaining coverage.

2025 External Sustainability Audits Performance | Cables Sector

El Sewedy Cables - Siemens Energy: 84% (3-year supplier release until 2028)
El Sewedy Cables Egypt - UVDB Verify: 100% overall, 100% Sustainability
Egytech Cables - Hitachi Energy SSDP: 95.23%, zero critical findings, zero red flags
El Sewedy Cables & Egytech Cables - Sedex SAQ: 100% submission rate

Customer Health, Safety, and Satisfaction

At Elsewedy Electric Group, the health, safety and satisfaction of customers are central to the Group's value proposition and to its long-term growth strategy. This commitment is reflected in stringent product safety protocols, transparent communication channels and a culture of continuous improvement powered by structured customer feedback mechanisms. Across the Group, internationally recognized standards such as ISO 9001, ISO 14001 and where applicable NFPA fire safety standards are applied to ensure that all products and services meet or exceed customer-facing health and safety expectations. In 2025, no health or safety incidents were reported across the Group's manufactured products.

Customer satisfaction and engagement are managed at Group level through a unified approach that integrates feedback into the quality improvement cycle. All customer concerns are tracked, analysed and resolved using structured frameworks supported by complaint management protocols, satisfaction surveys, service-level evaluations and data-driven decision-making tools. Several subsidiaries report customer satisfaction performance through annual surveys, periodic reviews and Voice of the Customer (VOC) mechanisms, while others maintain formal Customer Satisfaction Questionnaires that assess responsiveness, professionalism, technical support, product quality, delivery, competitiveness and overall quality management.

Customer satisfaction levels remained high in core business areas during 2025, supported by sustained investment in Customer Relationship Management (CRM) upgrades, 24/7 customer support, and enhanced project delivery mechanisms. In areas such as Smart City and 5G solutions, customer satisfaction reached levels as high as 93%.

The Group also continued to advance the digitalisation of partner interactions through Partner Relationship Management (PRM) and Sales Force Automation (SFA) systems, ensuring prompt service, real-time updates and tailored customer engagement. Looking ahead, the Group aims to further strengthen customer satisfaction through targeted product improvements, deeper integration of the Voice of the Customer (VOC), and the embedding of stronger safety design across its engineering and delivery processes.

100%

Complaint Resolution
Rate across Subsidiaries



Customer Satisfaction and Complaint Resolution across the Group

Customer satisfaction and complaint management are monitored across the Group through key performance indicators, including customer satisfaction levels, customer loyalty, formal complaints, and complaint resolution rates. These indicators help evaluate customer experience, identify opportunities for improvement, and support the delivery of high-quality products and services.

In 2025, reporting subsidiaries continued to demonstrate strong customer satisfaction performance. ECMEI achieved 100% customer satisfaction among surveyed respondents and 100% complaint resolution, while Iskraemeco Egypt recorded 95% customer satisfaction, 100% customer loyalty, and resolved all reported complaints. Elsewedy Telecom Cables and Iskraemeco Slovenia reported no formal customer complaints during the year. Iskraemeco Sarajevo and Elsewedy Electric Zambia (EEZL) continued to strengthen customer engagement through structured feedback mechanisms that support ongoing improvement.

Customer complaints are managed through a structured process that includes formal registration, root cause analysis, and the implementation of corrective and preventive actions. Complaint trends are reviewed periodically to identify recurring issues, with findings informing management decisions and supporting continuous improvements in product quality, customer service, and overall customer satisfaction.



Product Recall Performance across the Group's Operations

At Elsewedy Electric Group, product quality and safety are recognized as the foundation of manufacturing and operational excellence. Across all subsidiaries and manufacturing facilities, the Group implements stringent quality assurance protocols, including process controls, multi-stage quality checkpoints and post-production reviews, to minimise risks and to ensure that all products meet regulatory and customer expectations. Relevant subsidiaries also maintain internationally recognized quality management certifications, including ISO 9001:2015, while Quality Assurance teams oversee comprehensive inspection and testing processes covering incoming material inspections, first-release verification, in-process monitoring, and final acceptance testing to ensure products consistently meet applicable international quality standards. Despite these rigorous systems, the Group recognises that, in any complex manufacturing operation, product recalls remain a critical part of responsible manufacturing practice, serving as an important corrective tool when product deviations from specifications occur.

The Group's approach to product recall management emphasises rapid detection, clear communication and effective resolution. Recalls, where they occur, are managed through formalised procedures aligned with international best practices, ensuring full traceability and transparency at every step. When necessary, affected products are swiftly withdrawn, investigated and corrected in close coordination with the relevant stakeholders. Lessons learned from each event are systematically captured through root cause analyses and translated into preventive actions designed to avoid recurrence.

The Group remains committed to continual improvement and proactively monitors product performance through feedback loops, internal and external audits, and real-time reporting systems. During 2025, the Group continued to maintain a strong product safety record. While the majority of manufacturing subsidiaries reported zero product recalls and zero monetary losses resulting from legal proceedings associated with product safety or product quality, Iskraemeco Slovenia recorded three product recall cases involving a total of 32 electricity meters. All affected products were managed through established product recall procedures, ensuring timely corrective action, customer communication, and the implementation of preventive measures to avoid recurrence.

The three recall events recorded at Iskraemeco Egypt, involving a total of 32 meters out of the facility's annual production output, were addressed through the facility's structured five-step quality assurance process, which includes incoming inspection, first release verification, in-process inspection, final acceptance testing and packing inspection.

Each recall event was treated as a formal corrective trigger, leading to focused root cause analysis, traceability checks and preventive action implementation, in line with the Group's commitment to converting every quality event into a learning opportunity. No monetary losses associated with product safety legal proceedings were reported by Iskraemeco Egypt during the reporting period.

The aggregate performance across subsidiaries, with zero recalls reported at the vast majority of facilities and zero monetary losses from product safety legal proceedings recorded across the Group, demonstrates the effectiveness of Elsewedy Electric's integrated quality management systems, the strength of its Quality Gates inspection process, and the depth of operational discipline embedded in its manufacturing culture.



Reinforcing International Quality and Compliance Standards in Pakistan

Elsewedy Electric Pakistan hosted a high-level delegation from the Iraqi Ministry of Electricity during 2025 for the audit and inspection of 31.5 MVA, 33/11.5 kV power transformers manufactured at the company's facility in Pakistan. The visit comprised a comprehensive review of the manufacturing facility, production capabilities and testing laboratory, providing the delegation with direct insight into Elsewedy Electric's manufacturing processes, engineering capabilities and commitment to international quality standards.

A key milestone during the visit was the successful completion of Factory Acceptance Tests (FAT), conducted in accordance with Iraqi Ministry specifications and internationally recognized testing protocols. The delegation also reviewed transformer units prepared for Iraq and assessed multiple quality control procedures, including material inspection, winding processes, core assembly, tanking operations, routine and type testing, as well as safety and documentation standards.

This engagement underscores the Group's ability to deliver products that meet the most demanding international technical and regulatory requirements, while strengthening Elsewedy Electric's presence as a trusted manufacturer of choice in regional power infrastructure markets.



Advancing Digital Utility Services Through Strategic Partnerships

During 2025, Elsewedy Utilities and Fawry announced a strategic collaboration aimed at streamlining billing and payment processes for water and electricity meter services, covering both prepaid and smart meter systems.

The agreement was officially signed by Eng. Sherif Shalan, CEO of Elsewedy Utilities, and Mr. Medhat Milad, CFO of Elsewedy Electric E&C Sector, alongside Mr. Hossam Ezz, Chief Commercial Officer at Fawry, and Mr. Ahmed Khaled, Senior Commercial Director at Fawry. The partnership is designed to enhance customer experience by providing residents with simplified, secure and user-friendly digital payment solutions for utility bills.

By combining Elsewedy Utilities' infrastructure capabilities with Fawry's digital payment platform, the initiative supports broader digital transformation efforts and the delivery of smarter, more efficient utility services. Through this collaboration, Elsewedy Utilities and Fawry continue to contribute to more accessible, convenient and reliable payment options while supporting the development of digitally-enabled infrastructure expansion and smart community services.



Expanding Advanced Telecom Infrastructure Manufacturing in Egypt

The inauguration of Elsewedy Telecom Cables' new manufacturing facility during 2025 marked a major milestone in strengthening regional telecom infrastructure capabilities and industrial development. Attended by H.E. Kamel El-Wazir, Deputy Prime Minister and Minister of Industry and Transport, the event highlighted the strategic importance of the project for the telecommunications sector and Egypt's industrial growth ambitions. Recognized as the largest telecom cable facility in the Middle East, the factory was designed to serve as an integrated hub for advanced telecom infrastructure manufacturing, equipped with modern technologies and advanced production capabilities supporting innovation, operational excellence and regional supply chain resilience. The project further reinforces Elsewedy Electric's role in supporting digital infrastructure expansion, localisation and industrial development while contributing to the long-term growth of the telecom and technology sectors across the region.



Expanding safety solutions for hazardous environments (Elsewedy Electric KSA)

Elsewedy Electric KSA formed a strategic alliance with the Cortem Group, a specialist manufacturer of explosion- and weather-proof electrical equipment for hazardous areas. The partnership broadens the safe, certified solutions available to customers operating in demanding industrial environments, reinforcing the Group's focus on product safety, reliability and quality.



Bringing world-class fire-safety technology to Egypt (Elsewedy Machinery)

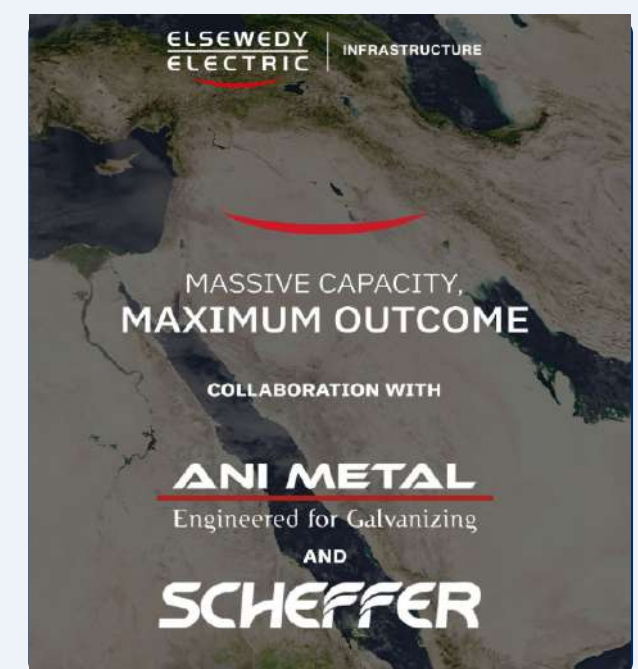
Through its Pumps Division, Elsewedy Machinery became an Authorised Distributor of NAFFCO fire-protection products in Egypt, extending access to certified life-safety and fire-fighting systems that help buildings and infrastructure meet the highest international safety standards.



Extending asset life through advanced galvanizing (Elsewedy Electric Infrastructure)

Elsewedy Electric Infrastructure established one of the largest galvanizing facilities in Egypt and the Middle East, featuring a 13 x 1.8 x 3.6 m kettle and a semi-automatic system.

Hot-dip galvanizing protects steel against corrosion, significantly extending the service life of infrastructure assets and reducing the materials, maintenance and replacement cycles linked to premature failure, supporting more durable and resource-efficient infrastructure.



Digital Trust and Innovation

Context

The digital transformation reshaping the global energy and infrastructure sector is fundamentally changing how Elsewedy Electric Group designs its products, operates its facilities, engages with customers and creates long-term value. Through advanced digital tools, AI-enabled platforms, smart manufacturing systems and cloud-based infrastructure, the Group is enhancing operational efficiency, accelerating innovation and strengthening the resilience of its global operations. The integration of artificial intelligence, automation, data analytics and digital twins across business lines empowers energy providers and industrial customers to enhance the efficiency of their valuable assets, integrate renewable energies from variable and distributed resources, lower operational expenses and adopt new digital solutions that enable grid balancing, supply chain optimisation, deferral of grid investments and the creation of new revenue streams.

As digital systems become more central to the Group's operations and to the energy infrastructure it supports, information security and cybersecurity emerge as core sustainability concerns that directly affect business continuity, the protection of client and employee data, the resilience of critical infrastructure and the trust that customers, partners and authorities place in the Group. Elsewedy Electric Group is committed to leading the responsible transformation of energy markets, promoting an environment of innovation and sustainability that is

anchored in robust digital trust. The Group's goal is to ensure a consistent, reliable and readily available energy supply that meets the demands of both present and future generations, supported by secure and trustworthy digital systems at every layer of the value chain.

The Group offers a comprehensive range of digital services across telecom infrastructure, ICT infrastructure, complete data centre setup, Extra-Low Voltage (ELV) systems, Internet of Things (IoT) and smart solutions, software development, enterprise and financial services solutions, industrial and grid automation, and cloud services. This portfolio encompasses a broad spectrum of technology solutions tailored to meet the diverse needs of governments, utilities, telecom operators, oil and gas operators, enterprises and financial institutions.

To enable this delivery model, the Group has built an extensive network of technology partners across various domains, allowing it to deliver innovative and customised solutions that address the unique challenges faced by its clients. These services are designed to enhance operational efficiency, improve productivity and drive digital transformation across multiple sectors, ensuring that clients remain at the forefront of technological innovation while operating within a secure, well-governed digital environment.

Risks, Impacts, and Opportunities

As Elsewedy Electric Group expands its digital footprint across more than thirty countries, the protection of client data, the integrity of operational technology and the secure delivery of digital services have become defining elements of long-term business resilience. The Group recognises that building lasting partnerships depends on protecting client and stakeholder data, adhering to legal standards and delivering secure digital services that customers and authorities can trust. At the same time, accelerated digitalisation introduces a complex risk landscape that includes evolving cyber threats, regulatory expectations around data protection, exposure linked to third-party suppliers, social engineering and the increasing convergence of information technology with operational technology in industrial environments.

To address these risks and capture the opportunities offered by responsible digitalisation, the Group strengthens its security framework through five integrated pillars. Cybersecurity fundamentals and awareness ensure that every employee, contractor and partner understands their role in protecting digital assets. A risk-based enterprise approach allows the Group to prioritise investment and controls where exposure is highest. Cyber defence and incident response capabilities provide the technical depth and operational readiness to detect, contain and recover from threats. Supply chain and installed-base security extend protection beyond the Group's perimeter to cover suppliers, contractors and the digital infrastructure deployed at customer sites. Finally, the Group maintains strong, ongoing relationships with customers and authorities, working closely with its ecosystem, including suppliers, regulators and clients, particularly those operating in critical infrastructure, to advance digital trust and elevate industry defence standards.

Beyond risk mitigation, digital transformation represents a significant opportunity to enhance sustainability performance. Digital tools enable the Group to reduce paper consumption, optimise energy use across manufacturing facilities, deploy predictive maintenance that extends equipment life, and provide AI-supported insights that reduce travel, accelerate decision-making and improve workforce safety. Through these capabilities, digital trust and security are positioned not only as protective controls but as enablers of the Group's broader environmental, social and governance commitments.

Our Management Approach

Elsewedy Electric Group's management approach to digital trust and security is built on the dual foundation of responsible digital transformation and structured information security governance. The Group's digitisation strategy focuses on leveraging advanced technologies to enhance operational efficiency, improve service delivery and drive responsible innovation, while its cybersecurity strategy emphasises the protection of digital assets and the preservation of client trust.

The Group integrates digital solutions across its processes and platforms to ensure seamless operations and the ability to adapt to evolving market demands. In parallel, it applies a comprehensive cybersecurity framework built on the same five pillars described above, namely fundamental cybersecurity principles, a risk-based enterprise approach, strong cyber defence and incident response capabilities, secure supply chain management, and trusted relationships with customers and regulatory authorities. Together, this approach minimises operational risk, ensures compliance with applicable legal requirements and strengthens digital trust across the Group's ecosystem.

Information and cybersecurity policies are crucial to Elsewedy Electric Group's security strategy, mandating compliance for all employees, contractors and primary suppliers. These policies set the tone from management, emphasising secure behaviours, well-governed processes and technological environments aligned with international standards throughout the Group.

The Group's General Information Security Policy, together with its related security policies, adheres to internationally recognized standards and regulations including ISO 27001, ISO 27017 and ISO 27018, providing the foundation for consistent practice across all business segments.

The Group's policy framework is reinforced by a set of dedicated documents that govern specific risk areas, including the Information Security Policy, the HR Security Policy, the Logical Access Control Policy, the Network Security Policy, the Computing Environment Management Policy, the Information Security Incident Management Policy and the Acceptable Use and Agreement Policy. For further information on certifications relevant to digital trust, please refer to the Annex.

For further information about our Certifications, please refer to the [Annex](#).



Relevant Policies, Procedures and Certifications

Information Security Policy

HR Security Policy

Logical Access control Policy

Network Security Policy

Computing Environment
Management Policy

Information Security Incident
Management Policy

Acceptable Use
and Agreement Policy

Public Cloud Security Policy

Software Development Life
Cycle Policy

Privacy Policy

ISO 27001

ISO 27017

ISO 27018

ISO 33061



Digital Infrastructure and Transformation

At Elsewedy Electric Group, the commitment to digital transformation is built on a foundation of strong, secure and scalable IT infrastructure that supports operational efficiency, business resilience and innovation across all subsidiaries. The Group continues to enhance its digital capabilities through the design, maintenance and upgrading of its IT infrastructure, including servers, networks, storage and cloud systems. These efforts have ensured high availability and stability of critical systems, with performance indicators tracking uptime, response time and overall cost efficiency. In support of system consistency and governance, the Group has adopted an Application Management Policy that guides how business applications are developed, maintained and integrated across the organisation. This strong infrastructure has enabled the smooth rollout of major transformation initiatives across enterprise resource planning, project management, talent acquisition and corporate communication systems.

Group-Wide Digital Transformation Initiatives

Several Group-wide digital transformation initiatives advanced across subsidiaries and corporate functions during 2025, strengthening the digital backbone that supports the Group's global operations:



ERP Cloud Implementation

Enabled automation of the entire business cycle on one unified platform, improving operational efficiency and providing real-time data access across functions and geographies.



Advanced Procurement System

Rolled out at headquarters to optimise cost-efficiency without compromising quality, supporting the Group's responsible procurement practices.



Website Revamp

Elsewedy Electric's corporate website was redesigned to enhance user experience, strengthen brand engagement and support the Group's global digital presence.

Unifier & Primavera Integration

Applied at Rowad Modern Engineering, supporting project budgeting, planning and execution in a centralised manner across complex engineering and construction projects.



Taleo Recruitment Platform

Modernised the Group's hiring process through automation and improved candidate tracking, accelerating time-to-hire and enhancing talent acquisition.



To sustain this momentum, Elsewedy Electric Group invested in capacity building through targeted training.

Courses in Oracle Fusion (technical and functional tracks), UI design and cloud applications equipped technical teams with the skills needed to adapt and lead in an evolving digital landscape.

Training completion rates reached 100% across all sessions delivered in 2025.

100%

Training
Completion Rate



Establishing the Corporate AI & Data Department

Building on this strong digital foundation, 2025 marked a defining year for Elsewedy Electric Group's digital transformation journey, with the establishment of the Corporate AI & Data Department as a new strategic function. The mandate of the department is to shift traditional workflows toward intelligent, data-driven models utilising agentic systems and smart automation, working directly with operational units to build scalable digital layers across the Group. The department's core strategy focuses on expanding automation, embedding responsible AI practices and driving enterprise-wide transformation through cost reduction and improved user experience. Performance is rigorously measured across six axes, Quality, Time, Cost, User Experience, Revenue and Accuracy, complemented by ESG-specific metrics that track AI's contribution to occupational health and safety, human capital development, customer relations and governance.

The strategic ambition behind this transformation is reflected in the Group's broader AI Transformation Program, designed to elevate decision-making, accelerate innovation and enhance performance across the business. Led by Dr. Hazem Shatila, appointed as the Group's Chief AI Officer during 2025, the program embeds AI capabilities into every function of the Group. It is structured around six strategic pillars: Operational and Manufacturing Intelligence, focused on predictive maintenance and computer-vision-based quality control across production lines; Smart Supply Chain, featuring AI-driven demand forecasting, supplier risk modelling and logistics optimisation; Workforce Empowerment, leveraging intelligent talent tools, learning recommendations and productivity copilots; Finance and Business Intelligence, enabling automated financial analytics, anomaly detection and management reporting; Legal and Compliance, applying contract intelligence and regulatory monitoring in conjunction with the Group's new Organisational Memory initiative; and Customer and Market Intelligence, supporting personalised engagement, churn prediction and market sensing across the more than 110 countries served by the Group.

Together, these pillars serve one purpose: to grow revenues, boost efficiency and optimise costs. The program is further reinforced by AI-led product engineering across the Group's European business units, including AI-driven analytics for product design, AI-powered project-control platforms, and the smart factory in Slovenia that uses AI, IoT and digital twins to improve performance, resilience and sustainability.

Value Created Through Intelligent Solutions in 2025

During 2025, the Corporate AI & Data Department continued to integrate intelligent solutions across multiple corporate functions, delivering tangible operational and business value. In Human Resources, AI-enabled automation streamlined policy inquiries and attendance management, reducing employee response times and generating annual efficiency savings equivalent to approximately **EGP 19 million**. Across Legal, Marketing, Commercial, and Technical functions, intelligent tools supported faster document processing, enhanced research and analysis, and improved the efficiency of technical and commercial workflows, enabling employees to focus on higher-value activities.

In Health, Safety and Environment (HSE), the Group launched a **24/7 smart safety assistant** that reduced the time required to access critical safety policies and procedures by 90%, providing frontline teams across geographies with consistent, up-to-date guidance while strengthening emergency preparedness and compliance. Collectively, these initiatives reinforce Elsewedy Electric Group's digital transformation journey and its commitment to driving operational excellence through responsible innovation. To further strengthen data-driven decision-making across the Corporate Marketing Division, Elsewedy Electric also launched the **ARM Research Portal** during 2025. The centralized digital platform streamlines access to competitor intelligence, regional market studies, and strategic market research, enabling faster collaboration, more informed commercial decision-making, and greater consistency in market insights across the Group.

To build internal capability supporting the Group's long-term AI ambitions, the Corporate AI & Data Department delivered a structured training program in 2025, conducted both internally at the Group's headquarters and externally in collaboration with Alexandria University. The program was organised in four progressive phases: theoretical foundations (16 employees, 22 sessions, 132 hours per employee); practical application (7 employees, 14 sessions, 84 hours per employee); project execution (4 employees, 14 sessions, 84 hours per employee); and part-time qualification for emerging talent (2 employees, 12 sessions, 72 hours per employee). Through its university collaboration, the department also engaged one student from Alexandria University for an intensive 704-hour learning programme delivered between November 2025 and February 2026, reinforcing the bridge between academia and industry.

Scaling Smart Manufacturing at Iskraemeco Egypt

In 2025, Elsewedy Electric advanced its digital transformation agenda by expanding smart manufacturing capabilities at its metering subsidiary, Iskraemeco Egypt.

A new high-precision Surface Mount Technology (SMT) production line was installed, effectively doubling the facility's production capacity. The upgrade included the integration of cutting-edge digital quality assurance tools, such as 3D SPI (Solder Paste Inspection) and 3D AOI (Automatic Optical Inspection) systems, which significantly enhanced accuracy and minimised production errors.

This investment exemplifies how Elsewedy Electric is harnessing digital innovation to drive both operational excellence and sustainability, delivering higher output with fewer defects, less waste and improved resource efficiency.

Enhancing Technical Customer Support Through Digital Innovation

During 2025, Elsewedy Cables further expanded its customer-focused digital solutions with the launch of the Elsewedy Cables Size Calculator mobile application.

Developed through cross-functional collaboration, the application enables engineers, consultants, and customers to accurately determine the appropriate cable size based on specific electrical loads and installation conditions using advanced calculation algorithms.

By improving design accuracy, reducing engineering time, and supporting informed product selection, the application reinforces Elsewedy Electric's commitment to innovation, technical excellence, and delivering value-added digital services to its customers.

Cybersecurity

At Elsewedy Electric Group, cybersecurity is treated as a core responsibility integrated within the Group's IT and Information Security functions, ensuring the continuous protection of the Group's technology systems, operational technology environments and the data of its employees, customers and partners. The Group's cybersecurity approach combines preventive security architecture, continuous monitoring of potential threats and incidents, structured response capabilities and rigorous evaluation against applicable regulations and industry standards. To assess performance in this area, the Group regularly evaluates the effectiveness of its security protocols and compliance with applicable regulations and standards. High levels of security and adherence to compliance frameworks contribute directly to enhanced performance, reduced risk exposure and stronger resilience across the Group's operations.

The Group's cybersecurity governance is reinforced by a dedicated Network Security Team that operates Group-wide and works closely with subsidiary IT functions to ensure consistent application of security standards. The team coordinates the design and rollout of technical safeguards, including endpoint protection, identity and access management, network segmentation, secure cloud configurations, vulnerability management and incident response procedures. These technical safeguards are continuously aligned with the Group's broader information security policy framework, which incorporates ISO 27001, ISO 27017 and ISO 27018 requirements, as well as relevant data protection regulations such as the General Data Protection Regulation (GDPR) in jurisdictions where the Group operates.



Information Security Protocols and Awareness for Employees

Recognising that effective cybersecurity begins with a well-informed workforce, Elsewedy Electric Group launched a comprehensive suite of information security awareness initiatives in 2025, designed to empower employees to protect corporate data and systems. The strategy combines a centralised digital learning platform, targeted thematic campaigns and subsidiary-led training programs to embed security awareness into the everyday behaviours of the Group's people. In October 2025, the Group's Network Security Team launched the Elsewedy Awareness-IT system, a centralised security awareness learning platform that provides all employees with access to a rich library of specialised content. The platform delivers educational content through awareness videos and interactive infographics that simplify complex security concepts; structured learning through formal courses and materials focused on information security best practices and the development of safer digital habits; and gamified engagement through a dedicated Security Awareness Course in which top-performing employees are recognized with exclusive incentives.

Beyond the digital platform, the Group conducted targeted internal campaigns during 2025 to address prevalent cyber threats. A dedicated phishing and scam detection campaign, titled "This Email Looks Real... But It Could Be a Scam!", educated employees on identifying sophisticated email scams that mimic legitimate company communications and avoid the use of obvious suspicious links or attachments, emphasising the increasingly message-based nature of modern scams and the importance of never sharing personal or payment data over the phone. In response to rising social engineering threats, the Group also launched a WhatsApp account takeover prevention campaign, providing employees with critical prevention guidance, including the activation of two-step verification with a secure PIN, the strict avoidance of sharing bank details, card numbers or passwords through messaging platforms, and the verification of contact identity via voice or video call before responding to unusual requests.

Information security training continued to advance at subsidiary level in parallel with Group-wide campaigns. At Iskraemeco Slovenia, one of the Group's most digitally mature subsidiaries, the Information Security function delivered 33 dedicated cybersecurity awareness sessions during 2025, covering phishing detection, secure password management, data protection requirements under the General Data Protection Regulation (GDPR) and the safe handling of confidential information. The program reached employees across all functions and geographies in which the subsidiary operates, achieving a 95 percent training completion rate.

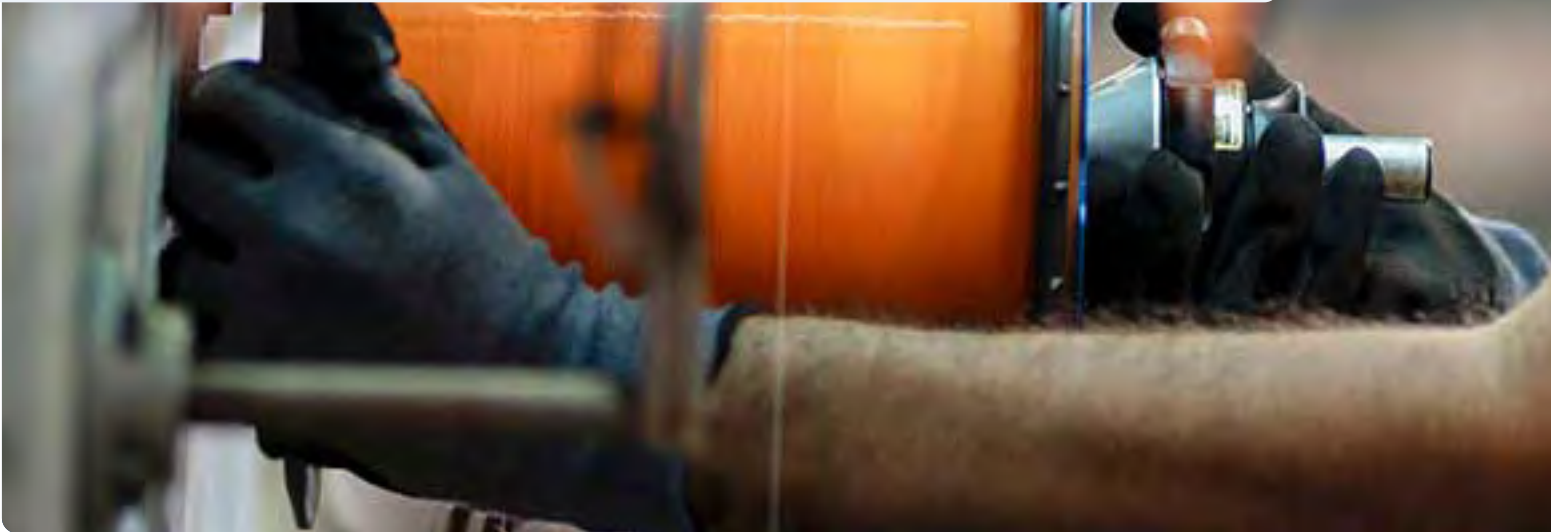
Additional Group-wide initiatives launched or progressed during 2025 included the development of AI Usage Guidelines for employees, providing a structured framework for the responsible adoption of generative AI tools and addressing data confidentiality, ethical considerations and operational security; and the integration of the Group's 24/7 smart safety assistant, which leverages AI to deliver immediate access to safety and security procedures and reduced the time required to access critical procedures by 90 percent. Through these combined initiatives, Elsewedy Electric continues to foster a proactive security culture, ensuring that every employee plays a vital role in the organisation's collective defence.

Building the Backbone of the Digital Economy - Data Center Projects in the Americas

Elsewedy Electric's Engineering & Construction segment continued in 2025 to deliver data centre projects across the Americas, responding to the rapid expansion in computing capacity driven by artificial intelligence and cloud services. Data centers are among the most energy-intensive infrastructure assets in the global digital economy, and the Group's engagement in this segment is structured to deliver designs that prioritise energy efficiency, advanced cooling architectures, and integration of low-carbon power sourcing where the local grid permits, while meeting the high reliability and digital security requirements expected of mission-critical infrastructure.

Building on this momentum, Elsewedy Electric UAE also entered the data centre market with a landmark framework agreement to supply compact dry-type transformers for one of the world's largest and most strategic data centre developments. Designed for mission-critical uptime, these transformers ensure maximum availability, resilience and efficiency while shortening deployment schedules and meeting the demanding power requirements of hyperscale and AI-driven infrastructure.

Together, these engagements position Elsewedy Electric as a preferred power and infrastructure partner for cloud providers, colocation operators and E&C contractors serving the global digital economy, while reinforcing the Group's broader commitment to delivering sustainable, secure and trusted digital infrastructure across continents.



Zero Tolerance for Corruption

Context

At Elsewedy Electric Group, integrity is treated as a non-negotiable foundation of long-term value creation. Corruption, in all its forms, undermines the rule of law, distorts fair competition, weakens institutional trust and obstructs the social and economic progress on which the communities served by the Group depend. It erodes ethical decision-making, restricts equitable access to opportunities and damages the moral fabric of both organisations and the societies in which they operate.

Recognising these systemic risks, governments and regulators around the world have continued to strengthen anti-corruption, anti-bribery, anti-money laundering and sanctions frameworks, imposing increasingly demanding obligations on multinational groups.

For Elsewedy Electric, operating across more than sixty countries and engaging with public-sector and private-sector partners alike, adherence to the highest ethical standards is both a legal duty and a strategic imperative that protects the Group's reputation, its license to operate and the trust of its stakeholders.



Risks, Impacts, and Opportunities

Failure to manage corruption and money-laundering risks effectively can expose the Group to severe legal, financial and reputational consequences, including regulatory penalties, civil and criminal liabilities, loss of public-sector contracts, exclusion from tenders, restricted access to financing and lasting damage to brand equity and stakeholder confidence. In international markets, exposure also extends to third-party intermediaries, supply-chain partners and the use of agents and consultants in jurisdictions with elevated corruption risk. Conversely, maintaining a robust ethics and compliance culture creates clear opportunities: it enhances eligibility for pre-qualification with international utilities, multilateral lenders and ESG-conscious customers, supports access to sustainable finance, strengthens supplier and partner relationships, and reinforces the Group's positioning as a trusted partner in critical infrastructure projects worldwide.

Elsewedy Electric Group defines and enforces clear prohibitions against bribery, corruption and money-laundering across all business operations, in line with applicable international laws and standards. These prohibitions are embedded into compliance requirements that apply to every subsidiary and geography in which the Group operates. They serve as a reference point for all employees, contractors and business partners, ensuring consistent application of the Group's ethical commitments and providing structured support to management when addressing issues related to corruption, bribery, money-laundering or sanctions exposure.

Our Management Approach

Elsewedy Electric Group's Anti-Corruption and Anti-Money Laundering framework reflects the Group's commitment to ethical conduct and full legal compliance, providing a structured architecture for managing corruption, bribery and money-laundering risks across all subsidiaries and geographies. The framework sets out specific regulatory requirements applicable to each region in which the Group operates and reinforces leadership accountability for setting a clear tone against corrupt practices, recognising that violations carry severe legal, financial and reputational consequences for both the organisation and its associates.

The Group Compliance Department operates as an independent, risk-based second line of defence, with a Group-wide mandate to protect the Group's integrity globally. Its core operations encompass compliance risk assessments, policy enforcement, Third-Party Due Diligence (TPDD), sanctions monitoring, anti-bribery and corruption oversight, data protection and the management of whistleblowing channels. The Department operates on a prevent–detect–respond model, continuously updating internal systems and policies in alignment with international laws and standards. As detailed in the Board of Directors Report FY2025, the Compliance Department continuously updates the Group's policy framework, including the Code of Ethics and Business Conduct, the Third-Party Code of Business Conduct, the Anti-Corruption framework, the Fraud Control Policy, the Conflict-of-Interest Policy, the Whistleblowing Policy, and the Sanctions, Gifts, Entertainment and Hospitality policies. It also conducts testing procedures for verifying customer and business-partner databases, leverages transparency and fairness principles in dealings with all stakeholders, oversees Group compliance protocols and reviews current and emerging legal and regulatory updates that may impact Group operations.

Within this framework, the Compliance Department facilitates the reporting of corruption, policy violations and regulatory breaches, investigates any breaches that occur, ensures the Group's objectives remain aligned with its annual review and works closely with Human Resources to communicate policies to employees and deliver the necessary training. Monitoring and accountability are strengthened through regular reporting on the effectiveness of anti-bribery, anti-corruption and anti-money-laundering measures to executive management and the Board. Confidential records of all claims, investigations and evidence are maintained, with access strictly limited to authorised Compliance personnel.

The Legal Department supports these efforts by ensuring that no contract with a third party is approved until the Compliance Department has completed the necessary due diligence and granted authorisation; in conjunction with Compliance and Human Resources, the Legal Department also participates in the investigation of any alleged or suspected breaches of the Policy or legal violations. Business owners across the Group's subsidiaries hold specific responsibilities for ensuring that their teams complete all required anti-corruption and anti-money-laundering training and that any third parties engaged in business activities have undergone the necessary due diligence and screening processes before any business relationship is established. Through these coordinated efforts during 2025, Elsewedy Electric continued to strengthen its framework for preventing corruption and money-laundering, reinforcing ethical conduct, legal compliance and effective risk management across the Group's operations.

In 2025, the Corporate Compliance Department also advanced a set of strategic initiatives that further enhanced the maturity of the Group's ethics and compliance ecosystem. The Department standardised documentation and benchmarking across policies, ensuring framework alignment with leading practices, and completed a Group-Wide Compliance Risk Assessment that mapped compliance risks at the entity level to strengthen resource allocation. It enhanced the Third-Party Due Diligence (TPDD) process through standardised onboarding to reduce sanctions and bribery exposure in the supply chain, and reinforced compliance training and culture through tailored workshops for high-risk functions and the rollout of a dedicated e-learning platform. Together, these initiatives are designed to ensure that the Group's anti-corruption commitments are translated into consistent, measurable practices across business sectors and geographies.

The Group's compliance framework is reinforced through the established Corporate Internal Audit function, set up in 2008 to provide independent assurance and advisory services to the Board and management. The function is centrally based and reports functionally to the Board's Audit Committee and administratively to the Group CEO, with its activities aligned to the International Professional Practices Framework (IPPF). It executes an annual risk-based audit plan, approved in Q4 each year, that covers strategic, operational, financial and compliance risks, and conducts quarterly follow-ups on open audit findings using automated audit tools and data analytics. Daily engagement with employees and management ensures that audit outputs are discussed, agreed upon and effectively closed. Any detected fraud is reported immediately to the Group CEO and the Audit Committee for legal investigation and disciplinary action, reinforcing the Group's zero-tolerance stance.



Relevant Policies and Documents

Employee Code of Conduct

Third Party Code of Conduct

Whistleblowing Policy

Fraud Control Policy

Insider Trading and Tipping Policy

Anti-Money Laundering & Counter Terrorism Financing "AML&CTF" Policy

Sanctions Policy

Group Gifts, Entertainment and Hospitality Policy

Conflict of Interest Policy



Our Progress

100%

of employees across every subsidiary received training on compliance, anti-corruption & the code of conduct



Zero

Corruption or bribery cases recorded during 2025



Throughout 2025, the Group continued to embed anti-corruption practices within its corporate culture. The Anti-Corruption Policy and its related ethics policies remained accessible to all employees, and training programmes were maintained across all business lines.

Risk indicators were closely monitored, and red flags, such as unusual payments, unsigned contracts and ambiguous consulting fees, were promptly investigated through the Group Compliance Department. Group Compliance maintained a secure and confidential system for tracking reports, ensuring that all evidence and investigative records were handled with strict confidentiality and that access was restricted to authorised Compliance personnel.



During 2025, Elsewedy Electric Group recorded zero confirmed breaches of human rights or ethics and zero confirmed incidents of corruption across the Group's operations or among governance body members, employees and business partners covered by the Group's anti-corruption framework. Communication and training on the Group's anti-corruption policies achieved 100 percent coverage of governance body members, employees and business partners, reinforcing the consistent application of zero-tolerance principles across all subsidiaries and operating geographies.

The Group also delivered structured compliance training during the reporting period, including eight Compliance Awareness and Due Diligence sessions, totalling eight training hours per employee and reaching over 1,000 employees with a 100 percent completion rate, complemented by eleven dedicated New Hire Induction sessions covering more than fifty newly onboarded employees, also at 100 percent completion. Risk assessments conducted during the year evaluated a significant number of business units, with particular focus on third parties, public-sector interactions, gifts and procurement activities (including anti-trust dimensions), and identified zero corruption cases.

The Group's Speak-Up Portal, the central whistleblowing channel through which employees and external stakeholders can report concerns confidentially, received 71 complaints during 2025, compared with 76 in 2023, reflecting the continued accessibility and trust placed in the channel. Of these, 35 cases qualified as whistleblowing matters under the Group's Whistleblowing Policy, of which 31 were resolved during the year, corresponding to an 88.5 percent resolution rate, with four cases remaining under investigation at year-end and expected to be concluded in early 2026.

Compliance With Tax Regulations

Context

The international tax environment in which Elsewedy Electric Group operates continues to evolve rapidly, shaped by emerging global standards, intensified jurisdiction-specific requirements and growing stakeholder expectations of fiscal transparency.

Across the more than sixty countries where the Group operates, tax authorities are strengthening reporting frameworks, advancing the implementation of the OECD's Base Erosion and Profit Shifting (BEPS) standards, expanding country-by-country reporting and tightening rules on transfer pricing, withholding taxes and indirect taxation.

In response to this dynamic environment, the Group remains firmly committed to a fair, transparent and responsible tax policy, anchored in full compliance with applicable laws and aligned with ethical expectations. This approach is central to managing operational and reputational risks while reinforcing the Group's role as a reliable corporate citizen contributing meaningfully to the public finances and long-term economic resilience of the regions in which it operates.



Our Management Approach

Elsewedy Electric Group's tax function is integrated within the Corporate Finance Department and is responsible for ensuring full tax compliance with all relevant laws and regulations across the Group's operating geographies. The Group's tax strategy emphasises accuracy in tax reporting, the proper maintenance of tax documentation and records, the proactive management of tax audits and inquiries from tax authorities, and the responsible execution of tax planning aligned with both legal obligations and ethical expectations.

The Group is also progressively expanding its tax function to include Strategic Tax Planning, Transfer Pricing, the responsible use of available tax credits, deductions and incentives, the assessment of tax implications of mergers, acquisitions and divestitures, and the deployment of advanced tax technology to support a proactive approach to tax risk management. The tax function continuously monitors changes in tax laws and regulations across jurisdictions, ensuring that the Group's practices remain aligned with the most current frameworks.

During 2025, Elsewedy Electric Group reinforced its strong commitment to tax transparency and responsible fiscal conduct, contributing EGP 281.05 billion in total revenue and EGP 19.19 billion in net income, while operating across 60 countries with 34 production facilities and exporting to over 100 countries. The Group's total employee cost reached EGP 19.6 billion, reflecting its substantial role as a regional employer and economic contributor.

By clearly disclosing its tax obligations through its annual financial statements, the Group continues to demonstrate responsible financial conduct and reinforce its dedication to ethical business practices. The Group's transparent reporting approach further strengthens trust with stakeholders, supports compliance with national tax regulations across its operating geographies and reinforces Elsewedy Electric's position as a reliable and accountable corporate citizen.

For more information, please refer to Elsewedy Electric's FY2025 Consolidated Financial Statements, available on the Group's Investor Relations page.

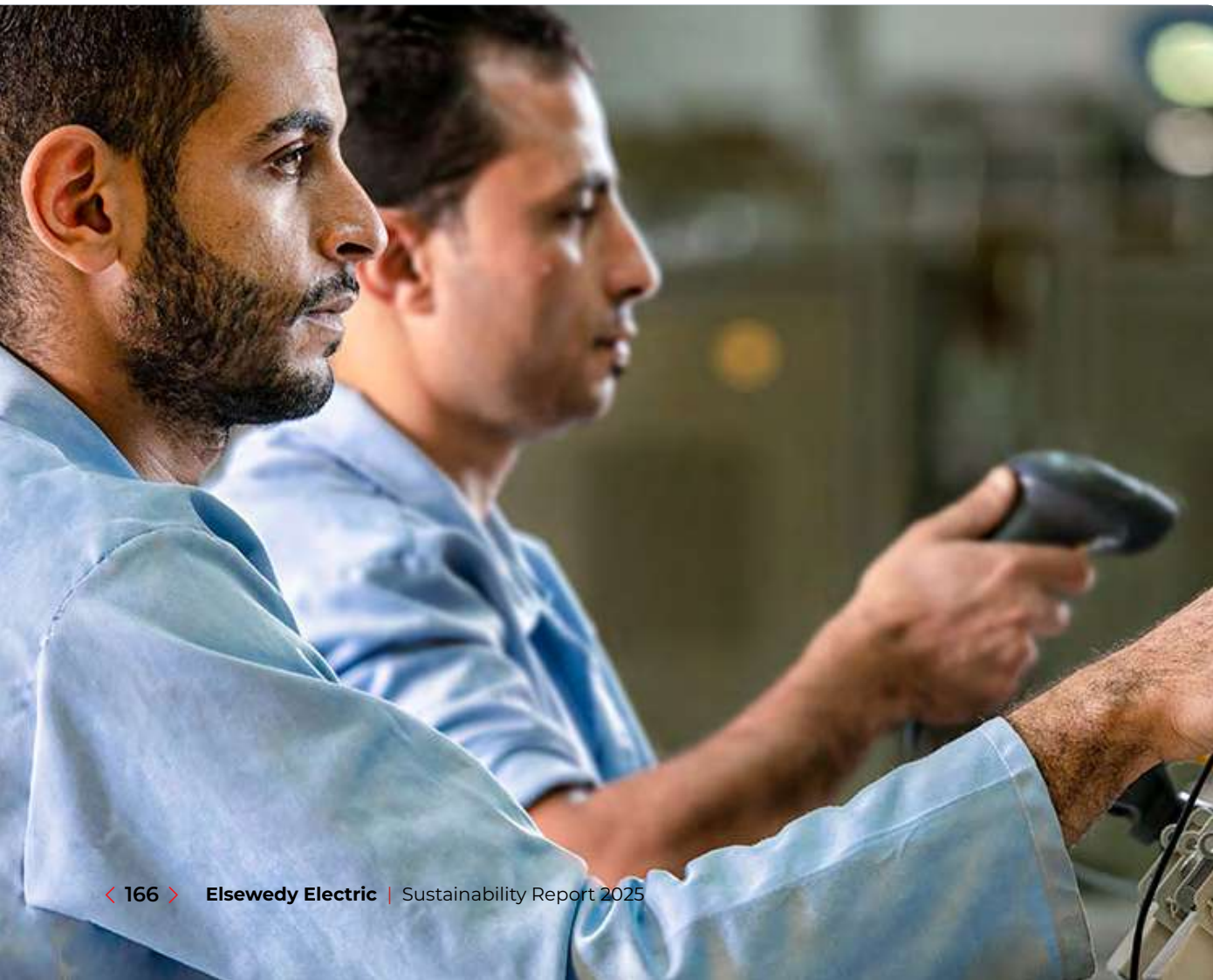


Compliance With Export Control and Sanctions

Context

Export control regulations at the international, national and foreign levels govern the transfer of goods, services and technologies across borders, imposing restrictions and licensing requirements based on a range of factors including country of origin, destination country, counterparties, product specifications and end-users. With operations spanning over 100 countries and an export footprint extending across all major regions, Elsewedy Electric Group is exposed to a complex and continuously evolving sanctions and export-control landscape.

The Group is fully committed to ensuring compliance with all applicable regulations through a robust export-control and sanctions programme, recognising that non-compliance can result in significant impacts on business operations, financial performance, reputation and legal standing.



Our Management Approach

Elsewedy Electric Group's strategy for managing export control and sanctions focuses on strict adherence to global regulations and a proactive approach to risk management. The Group Compliance team continuously monitors international sanctions and regulatory updates issued by leading authorities, taking the necessary actions to mitigate potential risks before they materialise. Where required, the Group suspends ongoing operations with specific sanctioned entities and their subsidiaries, covering the supply and sale of materials, products and services, as well as strategic transactions such as mergers and acquisitions. These measures help prevent legal exposure and safeguard the company's reputation against violations related to sanctions, money-laundering or financial crimes.

The Group's approach to export control and sanctions is underpinned by the Group Sanctions Policy, released in its updated 2025 version on 7 December 2025 and available in the **Elsewedy Electric Group Sanctions Policy (2025)**. The Policy defines clear obligations applicable to all employees, business partners and third parties operating on behalf of the Group, and is reinforced by the Third-Party Due Diligence (TPDD) process, which screens all new and existing third parties against sanctions lists prior to onboarding and on a periodic basis throughout the business relationship.

Understanding the significant risks and penalties associated with non-compliance, including asset freezes, fines and legal actions, Elsewedy Electric emphasises the clear communication of these policies across all levels of the organisation. Employees are encouraged to consult Group Compliance proactively for guidance on navigating complex export-control and sanctions regulations, ensuring that the Group continues to operate in line with the highest international standards of integrity, accountability and responsible business conduct.

For more information, please check Elsewedy Electric's [Sanctions policy](#).



Human Rights

Context

Human rights have become an increasingly material concern for multinational groups operating across diverse geographies, supply chains and stakeholder ecosystems. Emerging global expectations, driven by social, economic and digital transformations, have heightened scrutiny around issues such as forced labour, child labour, fair wages, freedom of association, equal opportunity, data privacy, the rights of migrant workers and the responsible conduct of business in conflict-affected regions. Regulators in Elsewedy Electric Group's key operating markets and international destinations continue to strengthen mandatory human rights due diligence and disclosure requirements, while customers, investors, financial institutions and civil society actors increasingly assess corporate performance on labour and human rights criteria as part of pre-qualification, financing and procurement decisions.

For Elsewedy Electric Group, a multinational industrial group active in more than sixty countries through manufacturing facilities, engineering and construction sites, logistics operations and a global supplier network, respect for human rights is foundational to responsible growth.

The Group's commitment to human rights is anchored in the recognition that protecting the dignity, safety and well-being of every individual touched by its operations, including employees, contractors, suppliers, partners and the communities surrounding its sites, is essential to long-term value creation.

This commitment extends far beyond mere compliance with applicable national legislation and is operationalised through Group policies, due diligence processes, contractual safeguards, training programmes and continuous monitoring across all subsidiaries and geographies.

Risks, Impacts, and Opportunities

Upholding human rights is a critical pillar of Elsewedy Electric Group's business strategy and operational model, as the Group is committed to avoiding, identifying and addressing any adverse human rights impacts that may arise through its own activities, those of its subsidiaries, or those of its business relationships, including suppliers, contractors, joint-venture partners and other third parties. The principal human rights risk the Group monitors include potential exposure to human trafficking, forced labour and child labour within the supply chain or through subcontractor networks, as well as risks associated with discrimination, harassment, unequal remuneration and restrictions on freedom of association and collective bargaining. These risks, combined with possible non-compliance with international labour and human rights standards, could expose the Group to serious legal consequences, reputational damage, exclusion from tenders, restricted access to sustainable finance and disruption to operational continuity.

Conversely, effective management of human rights matters generates substantial opportunities for the Group. By implementing a robust human rights due diligence process, Elsewedy Electric is able to proactively identify and mitigate potential human rights impacts, thereby strengthening its operations, partnerships and resilience. This approach reinforces the Group's reputation as a responsible employer and business partner, aligns the Group with the expectations of global investors and ESG-conscious customers, supports access to international tenders and pre-qualification platforms, and enhances employee satisfaction, engagement and retention through adherence to principles such as non-discrimination, equal pay and the right to collective bargaining. Rigorous human rights due diligence performed before forming new business relationships further positions Elsewedy Electric as a trusted and ethical industry leader in the global energy and infrastructure sectors.



Our Management Approach

The implementation and monitoring of the Group Human Rights Policy across all subsidiaries and respective countries are overseen by the Group Sustainability function, working in close coordination with Group Human Resources, Group Supply Chain, Group Internal Audit and Group Compliance. Day-to-day implementation is anchored at subsidiary level, where local sustainability, HR and management functions are responsible for embedding the Policy into operations, supplier engagements and workforce practices, and for reporting back to Group Sustainability on implementation status, identified risks and corrective actions taken. This integrated governance model ensures consistent application of human rights principles across business segments while respecting the operational realities of each geography in which the Group operates.

The Group Human Rights Policy has been endorsed by the Board's oversight functions and is reviewed regularly to ensure continued alignment with international standards, including the IFC Performance Standards, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. The Group is dedicated to upholding and advancing human rights across all its operational sites and subsidiaries globally, and to extending this commitment through its network of partners and stakeholders. The Policy applies to all employees on Group premises and is designed to inspire and engage external stakeholders as well.

People & Society



Human Rights and Working Conditions

Our Annual Commitment

All operations are audited for human rights compliance annually

Annual human rights audits conducted across operations, supported by the Group Human Rights Policy and the ESMS due diligence framework.

2025 Performance

100%

Group Human Rights Policy

Elsewedy Electric Group is firmly committed to upholding human rights both within its own organisation and across its broader network of business partners, including agents, suppliers, consortium and joint-venture partners, and subcontractors. The Group Human Rights Policy formalises this longstanding commitment, embedding the responsibility to respect human rights into the Group's corporate culture and day-to-day operational procedures. The Policy sets out a structured due diligence process designed to identify and prevent potential human rights impacts arising from the Group's activities, supported by mechanisms that detect and address any adverse consequences at the earliest possible stage. This proactive approach allows the Group to effectively mitigate any negative effects linked to its own operations or to those of its business partners.

Aligned with the Group's internal policies and the principles set out in Elsewedy Electric's Code of Conduct, the Human Rights Policy reinforces the Group's dedication to respecting human rights across all aspects of its operations and stakeholder interactions. The Policy applies directly to all activities of the Group, to all subsidiaries and affiliated companies under Elsewedy Electric's management control, and to all directors, managers and employees. Elsewedy Electric's Management Team is responsible for deploying all available means to enforce the commitments contained within the Policy, ensuring that it is made publicly available, communicated internally and externally, and consistently reflected in the operational procedures and policies that guide the Group's daily activities.

In 2022, Elsewedy Electric updated the Group Human Rights Policy to address emerging human rights challenges, including those related to migrant workers, retrenchment, diversity and inclusion, disability accommodation and data privacy. The revised Policy reaffirms the Group's commitment to respecting all internationally recognized human rights and to upholding these rights across all subsidiaries and geographies where the Group operates. New focus areas added through this update include respect and dignity, human rights in cyberspace, migrant worker protection, resettlement and livelihood restoration, respect for indigenous peoples, protection of cultural heritage, human rights within the supply chain, and access to a healthy environment. Following the implementation of the Policy, capacity-building sessions are provided to employees across subsidiaries as an integral part of the Group's Environmental and Social Management System (ESMS).

Several subsidiaries have also developed their own human rights policies to complement the Group-level framework and reflect local operational realities. Notably, Iskraemeco Slovenia maintains its own Human Rights Policy, updated in January 2025 to align with the latest international standards and the subsidiary's specific operational context, and complemented by a dedicated Equal Treatment and Non-Discrimination Policy and Supplier Code of Conduct. Other Group subsidiaries reinforce human rights protection through complementary policy instruments such as the Procurement Code of Ethics at Elsewedy Electric Power Systems Projects (PSP) and the HSE Zero Tolerance Policy at Rowad Modern Engineering (RME), all of which embed human rights, labour and ethical conduct expectations into procurement, project execution and workforce management.

Read more about our Human Rights Policy on our [website](#).



Additional Policies Relevant to Human Rights



Diversity, Inclusion, and Non-discrimination

Promotes equity and protection of vulnerable groups by guaranteeing fair compensation, advancing gender balance and fostering the professional development of qualified women, while sustaining a workplace free from any form of discrimination based on personal or social characteristics.



Child and Forced Labor

Strictly forbids the use of child labor and forced labor across all Group operations and within its partner and supplier networks, requiring that employment is offered only to individuals meeting the legal minimum age, that all work is performed voluntarily without coercion, and that employment conditions are clearly documented in contracts with informed employee consent.



Anti-Sexual Harassment

Establishes a workplace built on respect and safety through a zero-tolerance stance toward harassment, with every reported case investigated without delay, appropriate disciplinary measures applied where warranted, and all complaints treated with the seriousness, confidentiality and respect they deserve.



Retrenchment

Aims to preserve workforce stability within operational and financial limits, with any unavoidable workforce reductions linked to reduced workloads or funding constraints communicated transparently and with care to affected employees.



Migrant Workers

Protects the human rights of migrant workers throughout the Group's operations, ensuring full alignment with local labor laws and adherence to international best practices on fair recruitment, treatment and working conditions.



Disability Accommodation

Guarantees equitable access and inclusion for persons with disabilities, safeguarding their dignity and independence while ensuring their accommodation needs are addressed in a prompt and supportive manner.



Parental Leave

Provides every employee, regardless of geography or role, with the opportunity to take dedicated time away from work to care for and support their family.



Supplier Code of Conduct

Embeds the Group's human rights expectations into the supply chain by enforcing fair and ethical selection criteria and advancing respect for human rights among suppliers, contractors and collaborators worldwide.

Alignment With Standards and Frameworks

Elsewedy Electric Group recognises that fostering a sustainable and ethically grounded workplace, one in which the dignity and rights of every member of the workforce are respected, requires full alignment with both national legislation and the most widely endorsed international human rights instruments. The Group therefore operates in conformity with applicable local statutes and regulations in each of its more than sixty operating geographies, while simultaneously embedding the principles of the leading international frameworks into its policies, procedures and daily decision-making. These reference frameworks include the International Bill of Human Rights, the United Nations Declaration on the Rights of Indigenous Peoples, the ILO Declaration on Fundamental Principles and Rights at Work, ILO Convention No. 169 and the UN Guiding Principles on Business and Human Rights. The Group's adherence to these instruments is operationalised through the Employee Code of Conduct, the Third-Party Code of Business Conduct and the Supplier Code of Conduct, all of which extend Elsewedy Electric's human rights commitments deep into its supply chain and partner ecosystem. Acting on the firm belief that protecting human rights is essential to generating positive and lasting societal impact, the Group remains resolutely committed to achieving zero human rights violations across its operations and value chain and to addressing any reported concerns promptly, transparently and with appropriate remediation.



Our Progress

Throughout 2025, Elsewedy Electric Group reaffirmed its commitment to human rights by further deepening its due diligence processes, broadening equitable access to capacity-building opportunities and sustaining meaningful investment in employee and community well-being. These efforts are not peripheral activities; they are integral to how the Group defines sustainable growth and operational integrity. From construction sites and engineering yards to manufacturing hubs across multiple regions, Elsewedy Electric continued to safeguard the dignity and rights of every individual touched by its business, demonstrating that growth and human rights advance hand in hand through proactive risk management, inclusive workplace practices and targeted social investment that leaves no one behind.

The Group's commitment to human rights is reflected at the subsidiary level as well. In January 2025, Iskraemeco Slovenia updated and re-published its own Human Rights Policy, reinforcing the shared Group commitment to respecting human rights across all of its operations and value chain relationships and aligning the document with the most recent international standards and the subsidiary's specific operational context. The updated policy is publicly available on Iskraemeco Slovenia's website.

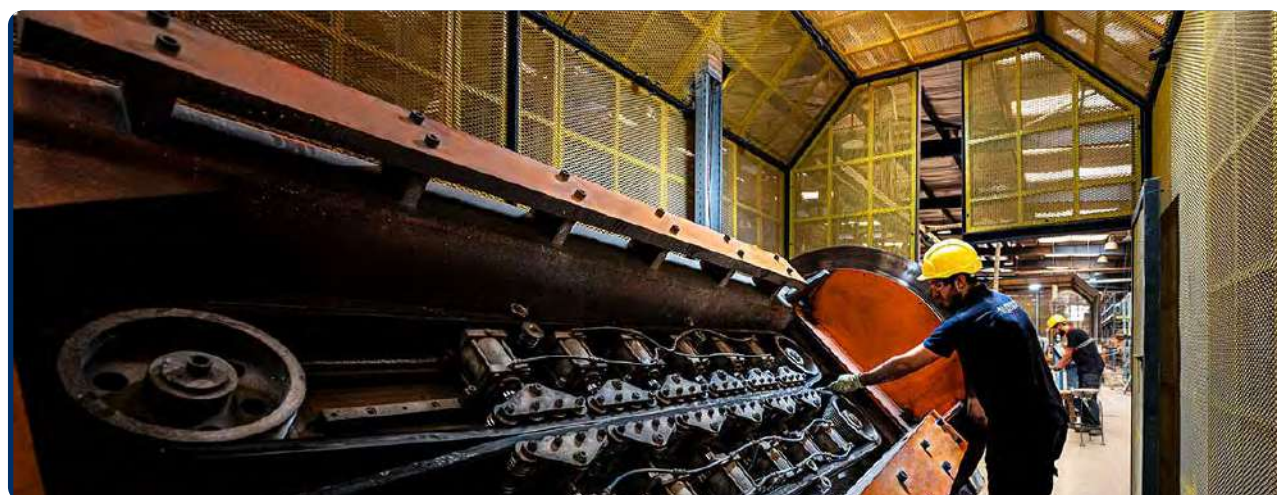


Advancing Social Accountability through Internal Audits

During 2025, Elsewedy Electric Group continued to develop and expand a comprehensive internal audit programme dedicated to evaluating working and labour conditions across its global manufacturing footprint, which now comprises 34 production facilities. This programme has been designed to verify alignment with international labour standards and to actively promote safe, inclusive and respectful workplace environments throughout the Group. The phased rollout of the audit programme advanced during 2025, supported by the Group's Sustainability, Internal Audit and Compliance functions working jointly with subsidiary HR teams. Through this proactive and structured approach, the Group continues to reinforce its dedication to social responsibility, transparency and continuous improvement in human capital management.

Human Rights Training

In 2025, Elsewedy Electric Group further strengthened employee awareness of human rights across its operations and subsidiaries through structured training streams delivered at both Group and subsidiary levels. At Group level, the Corporate Compliance Department delivered Compliance Awareness and Due-Diligence training spanning eight dedicated sessions of eight hours per employee, reaching over 1,000 employees with a 100 percent completion rate, complemented by eleven New Hire Induction sessions that covered more than fifty newly onboarded employees, also at full completion. Communication and training on the Group's anti-corruption and human rights policies reached 100 percent of governance body members, employees and business partners during the reporting period. At subsidiary level, Elsewedy Telecom Cables delivered Code of Conduct and human rights training to 1,011 employees, while Iskraemeco Slovenia reported that 98 percent of its global employees completed compliance and human rights training, supported by 31 dedicated Compliance 2025 sessions and 10 sessions on Competition Laws and Anti-Corruption. At Rowad Modern Engineering, the gender equality and women-empowerment programme were advanced in collaboration with GIZ and Smart Civic, focusing on equal opportunities, inclusive participation and capacity building. Across these training streams, the Group integrated human rights principles into daily practice, strengthening awareness of labour rights, non-discrimination, grievance mechanisms and workplace safety, and reinforcing a respectful, inclusive and responsible work environment.



Human Rights Assessments

Elsewedy Electric Group conducts regular internal assessments to identify, prevent and address potential human rights risks across its own operations, supply chain and surrounding communities, in line with international frameworks such as the UN Guiding Principles on Business and Human Rights. These assessments examine labour practices, working conditions, supply-chain exposure and community impacts.

During 2025, 100 percent of the Group's own operations were assessed for human rights impacts, while 70 percent of Tier 1 suppliers and contractors were assessed for human rights risks, and 85 percent of the Group's facilities and business lines maintained active human rights due diligence processes. Supplier assessment outcomes indicated that between 10 percent and 15 percent of suppliers were identified as carrying potentially high ESG impact, with 5 to 10 suppliers flagged for social or environmental concerns; of these, 2 to 3 percent were found non-compliant with the Code of Business Conduct, of which 2 percent were placed under a corrective action plan and less than 1 percent had their contracts cancelled due to non-compliance.

The Group recorded zero confirmed breaches of human rights or ethics and zero confirmed incidents of corruption across its operations and among governance body members, employees and business partners covered by its anti-corruption and human rights frameworks during 2025.

Worker-Centric Insights

The Group's commitment to human rights is expressed most directly through the experiences, voices and well-being of the people powering its operations. During 2025, Elsewedy Electric continued to deepen its focus on worker well-being across factories, construction sites and field offices by prioritizing safety, inclusion, equity and respectful working conditions.

Iskraemeco Slovenia introduced psychological counselling services for employees and their immediate family members, maintained its Family-Friendly Company certification, and reached a 77 percent response rate in its annual engagement survey with a satisfaction score of 64 percent (up from 61 percent in 2024), while ensuring that 100 percent of its employees are covered by collective bargaining agreements. At Elsewedy Telecom Cables, full coverage of collective bargaining agreements is also in place, with 100 percent of employees receiving regular performance and career-development reviews.

At ECMEI, 63 percent of the workforce is covered by collective bargaining agreements, accompanied by a strategic focus on female hiring to enhance workforce diversity and comprehensive medical testing for all staff as part of broader well-being initiatives. At Rowad Modern Engineering, the employee engagement survey achieved a 71.61 percent participation rate, and a series of corporate partnership deals were secured to enhance employee lifestyle and well-being across the areas of nutrition, fitness, education and community engagement.

Sustainable Supply Chain Management

Context

For Elsewedy Electric Group, the supply chain is far more than a procurement function, it is a strategic extension of the Group's operations, reputation, and long-term sustainability commitments. The way the Group sources materials, engages suppliers, and manages contractors directly shapes its environmental footprint, its social impact in the communities it serves, and the resilience of its delivery model across more than 110 countries. Building responsible, transparent, and durable supplier relationships is therefore foundational to how Elsewedy Electric Group operates.

Through these relationships, the Group works to elevate ethical sourcing standards, advance respect for human rights, improve labour and working conditions, reduce environmental impact across the value chain, and strengthen the long-term resilience of the business. By embedding sustainability principles into procurement decisions and fostering open dialogue with suppliers, Elsewedy Electric Group enhances supply chain transparency, mitigates ESG-related risks, and progresses steadily toward its sustainability targets. Reflecting the strength of this approach, Elsewedy Electric Group achieved an A- score in the Elsewedy Electric Supplier Engagement Assessment 2025, recognising the Group's continued efforts to strengthen supplier collaboration and advance sustainability performance across its value chain.

Elsewedy Electric Group operates a project-based, global sourcing model across multiple regions, engaging suppliers that range from large multinational corporations to small and medium-sized enterprises, and across business activities spanning simple assembly to complex, high-specification manufacturing. The Group's diverse footprint, manufacturing operations, E&C projects, and industrial development across Egypt, the Gulf, Europe, and Africa, means that its supply chain partners are themselves embedded in a wide range of regulatory environments, market conditions, and sustainability contexts.

Committed to advancing the United Nations Sustainable Development Goals and to promoting sustainability and efficiency across its value chain, the Group actively influences and supports its supply chain partners in adopting more responsible social, environmental, and governance practices, recognising that meaningful progress on sustainability cannot be achieved alone.

Risks, Impacts, and Opportunities

The geographic reach, scale, and operational nature of the Group's activities mean that its operating environment is directly shaped by climate change, resource scarcity, and human rights considerations across its supply chain. While Elsewedy Electric Group's own operations carry inherent impacts, the broader footprint of its upstream supply chain is more substantial in scale and continues to be influenced by evolving global trends, including the energy transition, raw material volatility, geopolitical disruptions, and the rising regulatory expectations applied to sustainable sourcing.

The Group has identified several key supply chain risks. Human rights concerns, including workplace safety, decent working conditions, fair remuneration, and labour standards, remain a priority area, particularly across upstream tiers and in higher-risk geographies. Climate-related risks are also material: greenhouse gas emissions linked to the extraction, processing, and transportation of raw materials such as copper, aluminium, polymers, and steel represent a significant share of the Group's Scope 3 footprint. In addition, pollution risks associated with specific procurement categories, including heavy services, logistics, and complex industrial inputs, have been mapped and integrated into the Group's ESG risk register.

By adopting an integrated approach to proactively manage these upstream risks, and by pursuing sustainable development initiatives at every stage of the supplier lifecycle, Elsewedy Electric Group enhances its operational resilience and reinforces its attractiveness as a partner of choice for customers, investors, and prospective employees. The Group views these challenges not only as risks to be managed but as opportunities to lead supply chain transformation, embedding circularity, advancing local content, accelerating supplier capability-building, and unlocking long-term economic and social value in the markets where it operates.



Our Management Approach

Elsewedy Electric Group continues to evaluate and strengthen its sustainability performance across the value chain and has established dedicated governance bodies to integrate sustainability into every aspect of the Group's strategy, from the Board of Directors to operational units. Within this structure, supply chain sustainability is governed jointly by the Corporate Supply Chain function, the Group Sustainability Department, and the Corporate Compliance function, with clearly assigned roles for policy ownership, performance monitoring, and risk escalation.

The Group's procurement mission is directly aligned with its broader strategy to deliver customer value through the transformation of energy management, contributing to both top-line and bottom-line growth while establishing a leadership position in sustainable sourcing. Key priorities, quality, innovation, cost, cash discipline, and sustainability, are supported by the Group's people and by a tailored, connected, and increasingly digitised supply chain. Sustainability is integrated throughout every stage of the supplier lifecycle, beginning with the Group's mission of mission procurement, which is centred on responsible sourcing.

The Group's risk assessment methodology evaluates suppliers on the basis of impact significance and probability of occurrence. When determining the significance of an ESG impact, the assessment considers country-level regulatory systems, sector-specific risks, and commodity-specific exposures, including ethical sourcing concerns, human rights, GHG emissions, and other environmental and social impacts. To formalise this approach across the Group, Elsewedy Electric is developing a comprehensive Group-wide Supplier ESG Management System that reflects its commitment to sustainability and responsible business practices.

As part of this initiative, the Group has introduced and is rolling out ESG criteria across all primary supplier assessments. These criteria are being integrated into the supplier evaluation process through detailed scorecards, action plans, and continuous monitoring, ensuring that ESG compliance is systematically embedded within the supply chain and aligned with Elsewedy Electric Group's broader sustainability goals.

The Supplier ESG Assessment System is currently under deployment, with ESG questionnaires designed and being progressively rolled out across business lines. The assessment process generates an individual ESG score for each supplier, which is intended to be integrated into future procurement decision-making. In parallel, a supplier capacity-building programme is being developed for implementation over the next two years to support suppliers in meeting Elsewedy Electric's ESG expectations and to improve overall sustainability performance across the value chain.

To ensure that current and potential suppliers fully understand the Group's expectations and the various stages of collaboration, Elsewedy Electric has developed and regularly updates its Third-Party Code of Business Conduct (released in December 2025 as part of the Group's compliance policy refresh) and its Contractors and Subcontractors Management Plan. These documents outline the Group's expectations of suppliers regarding environmental, social, and labour aspects, and form the contractual foundation for sustainable engagement across the value chain.



Read more about our Third-Party Code of Conduct on our [website](#).



Governance & Economy



ESG Integration

Our 2030 Commitment

All primary suppliers screened and assessed annually based on their ESG performance and given an ESG Performance Score

Elsewedy Electric continued advancing the integration of ESG considerations into its procurement processes during 2025 through the rollout of its **Supplier ESG Assessment System**. As a core component of the Group's unified supply chain management approach, dedicated ESG Supplier Assessment Questionnaires have been deployed across a growing share of Tier-1 suppliers to embed ESG criteria into supplier selection and evaluation. The phased implementation is continuing across subsidiaries, supporting the systematic assessment of supplier ESG performance, the annual assignment of ESG scores, and the promotion of responsible sourcing and continuous improvement across the Group.

2030 Target

100% of primary suppliers

2025 Performance

50%

Our Progress

Enhancing our Supplier Management System

Elsewedy Electric Group continued to strengthen its supply chain throughout 2025 by enhancing its Supplier Management System and embedding sustainability across all procurement operations. Building on the foundations laid in previous years, the Group is currently updating and expanding its supplier management approach to ensure alignment with its evolving ESG priorities in line with its Group-wide Environmental and Social Management System (ESMS).

This evolving framework institutionalises the screening and mitigation of sustainability risks from suppliers, embedding proactive controls into procurement processes and making sustainability a routine part of decision-making for procurement teams globally.

The updated system includes a structured ESG assessment and classification tool to evaluate suppliers based on their environmental, social, and governance performance. These insights will directly inform procurement policies and practices, supporting the Group's ambitions to drive progress in areas such as climate action, circularity, and human rights. By working collaboratively with supply chain partners, Elsewedy Electric Group aims not only to raise standards across its value chain but also to lead industry transformation toward a more sustainable and resilient future.



Relevant Policies, Procedures, and Documents

Third-Party Code of Business Conduct

Sustainable Procurement Policy (Iskraemeco Slovenia)

Supplier Code of Conduct (Iskraemeco Slovenia)

Procurement Code of Ethics (Elsewedy Electric PSP)

Procurement Governance Policy

Supply Chain Vision and Strategy Manual

Supplier Prequalification Questionnaire

Category Management Procedure

Supplier Management Procedure

Supplier Relationship Procedure

Supplier Assessment Report

Subcontractor Assessment

Embedding ESG in Procurement

Elsewedy Electric Group has embedded sustainability criteria into its procurement processes through a dedicated Third-Party Code of Business Conduct and formal risk assessments in the supply chain addressing environmental and social factors.

The Group's ESG Supplier Assessment Questionnaires have been developed as part of a unified supply chain management system, currently underway toward full implementation in 2025–2026, and have been built with reference to leading international standards and best practices. These questionnaires function as a strategic tool for integrating ESG principles into procurement, ensuring that sustainability and ethics are core considerations in supplier selection and engagement.

The questionnaire methodology is comprehensive, evaluating each supplier's policies, implemented actions, and performance outcomes (including targets and KPIs) to provide a holistic view of their ESG performance. Its scope spans a broad range of ESG dimensions, assessing environmental management

practices, labour practices and human rights, business ethics and corporate governance, and sustainable procurement efforts within suppliers' own operations. The system emphasises documentation-based verification and continuous improvement: suppliers are encouraged to provide evidence for their claims to ensure transparency, and the process is designed to enable future benchmarking of supplier ESG performance across the supply chain via centralised tracking of results.

During 2025, the Group continued to advance the rollout of the ESG Supplier Assessment Questionnaire across business lines, with 70% of significant Tier-1 suppliers within Elsewedy Electric PSP having been assessed under the new framework by year-end. To support this effort, the Group is preparing to introduce an updated Green Procurement Policy, which will formally anchor ESG criteria into supplier selection and evaluation processes. Additionally, a two-year capacity-building plan for suppliers is being developed to ensure alignment with the Group's sustainability standards and to foster long-term, responsible partnerships.



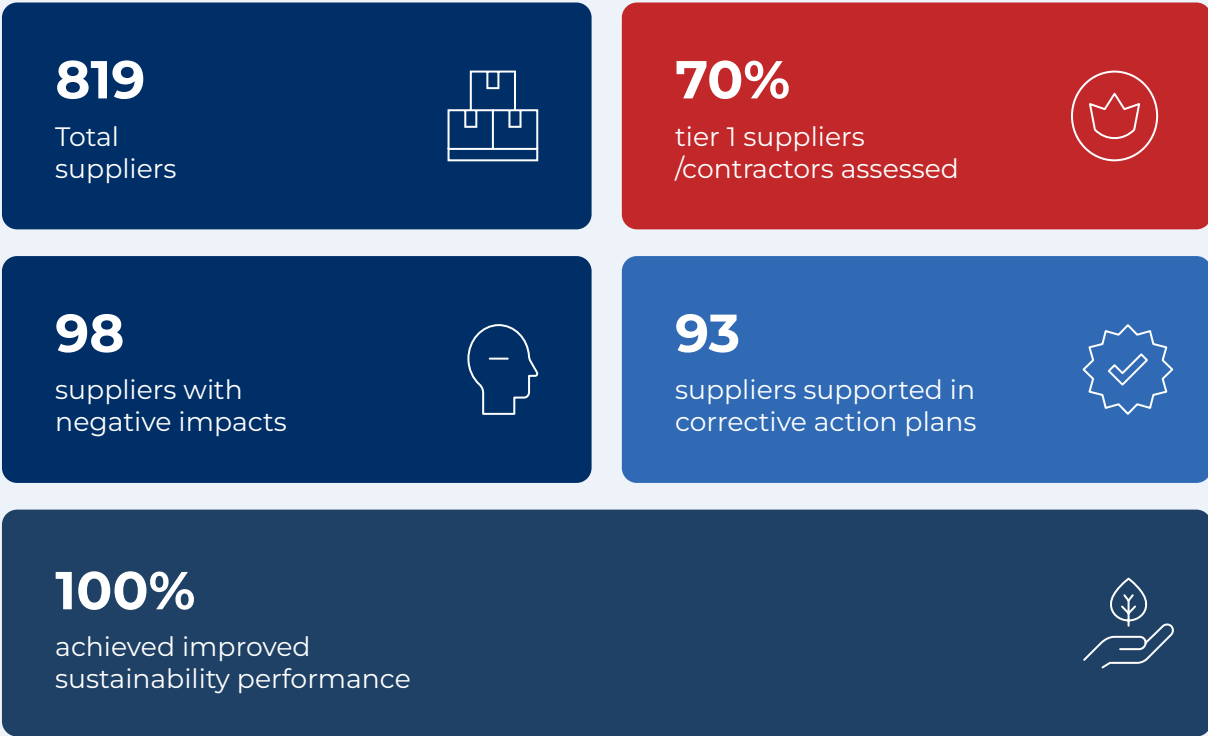
2025 Supplier Assessment Results across Key Subsidiaries

In 2025, Elsewedy Electric Group made notable progress in strengthening its procurement practices by advancing the implementation of a unified, ESG-focused supplier management approach across key subsidiaries. Building on the foundation set in previous years, the system originally adopted by Elsewedy Electric PSP, the Group's E&C subsidiary, was further rolled out to enhance consistency in evaluating suppliers on environmental, labour, and social dimensions.

The assessment process is guided by a standardised prequalification questionnaire that examines core aspects such as labour practices, occupational health and safety, environmental performance, quality assurance, and supply chain governance.

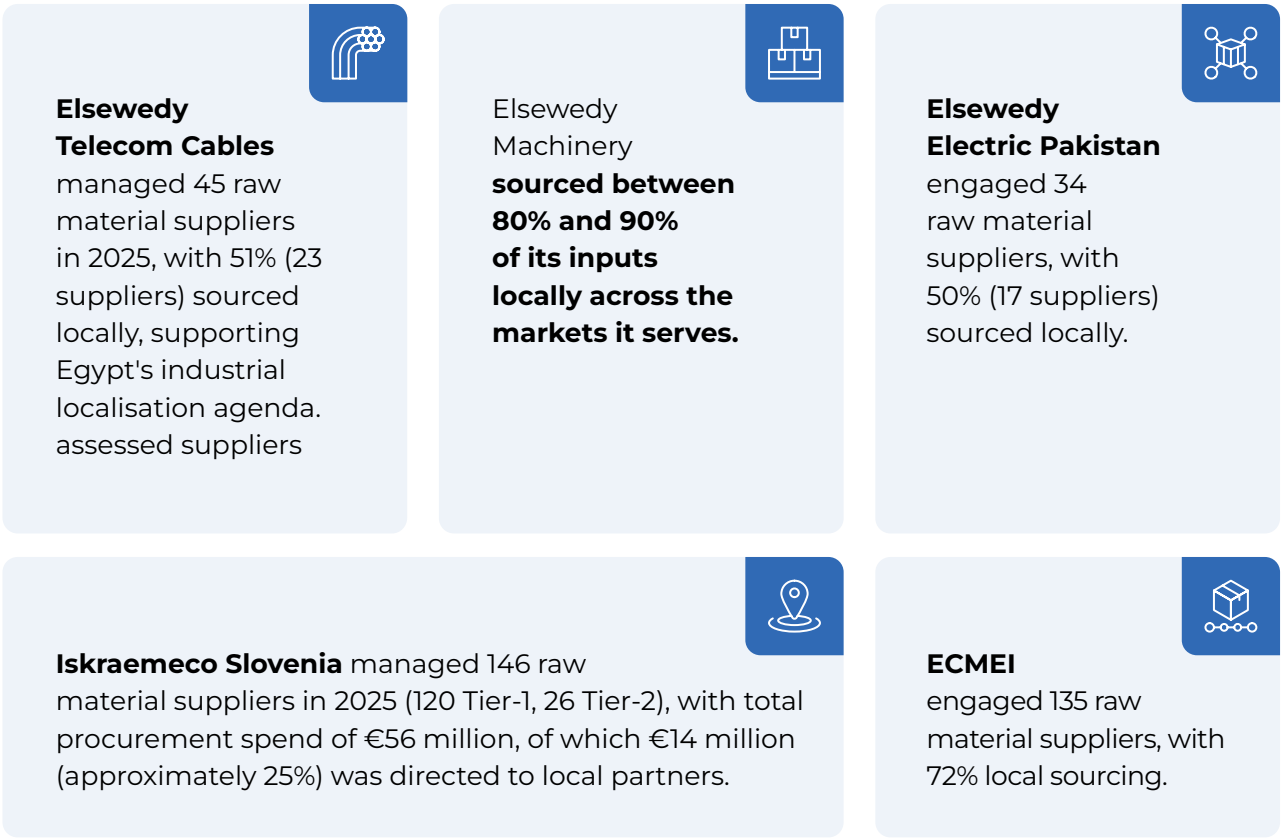
Suppliers are evaluated and categorised using a uniform risk-based rating scale, which supports consistent procurement decisions and ensures that risks are properly identified and addressed. Throughout 2025, the Group's subsidiaries began applying this framework more extensively, resulting in clearer supplier classifications and more targeted actions to improve performance where needed.

Elsewedy Electric PSP Supplier Assessment Performance in 2025



Supplier Engagement Across the Group in 2025

Across the Group's subsidiaries, sustainable supply chain management continued to progress through tailored approaches reflecting each business line's procurement structure and material exposure. Localisation remained a strategic priority across all geographies:



For further details, please refer to the [Supply Chain Management Indicators](#) in section 7.

ESG integration in procurement deepened across the Group during 2025: 100% of new suppliers added by Elsewedy Telecom Cables were screened against environmental and social criteria; 100% of ECMEI suppliers were assessed using a structured evaluation form covering environmental preservation, occupational health, safety, and energy efficiency as mandatory criteria; and 100% of Elsewedy Machinery facilities were subject to ESG due diligence, with between five and ten suppliers flagged for environmental or social risks during the reporting year and brought into immediate corrective action plans. Iskraemeco Slovenia conducted four on-site external sustainability audits with zero non-conformities recorded and introduced an annual ESG questionnaire for its top 20 suppliers, complemented by ESG data collection through a dedicated manufacturer transparency portal.

Supplier Diversity

At Elsewedy Electric Group, supplier diversity is approached as a strategic enabler of innovation, resilience, and inclusive economic growth. The Group actively engages with a broad spectrum of suppliers, including small and medium-sized enterprises, large multinational corporations, and both local and international partners, recognising that a diverse supplier base brings complementary capabilities, broadens access to specialised expertise, and strengthens supply chain agility in the face of evolving market conditions.

By cultivating long-term relationships with diverse suppliers, the Group not only spreads sourcing risk across geographies and supplier categories but also creates opportunities for smaller businesses to participate in large-scale infrastructure and industrial projects.

This inclusive approach allows Elsewedy Electric Group to draw on a wider range of perspectives, capabilities, and innovations, helping it meet its business objectives while delivering greater value to its customers and contributing to economic development in the communities where it operates.



Local Content and In-Country Value

Local procurement sits at the heart of Elsewedy Electric Group's responsible sourcing strategy and represents a tangible mechanism through which the Group contributes to in-country value creation, supports national industrial development, and strengthens supply chain resilience. By prioritising suppliers based in the markets where the Group operates, Elsewedy Electric reduces transport-related emissions and lead times, enhances responsiveness to local customer needs, and helps build robust domestic supplier ecosystems aligned with the industrial development agendas of its host countries.

In 2025, the Group's commitment to local sourcing was reflected across its subsidiaries through concrete performance results. Elsewedy Electric PSP directed approximately EGP 1.162 billion of its procurement spend to local suppliers, with 47% of its total supplier base classified as local. ECMEI sourced 72% of its raw material suppliers locally in Egypt, while Elsewedy Telecom Cables maintained a 51% local supplier share. Elsewedy Machinery continued to source 80–90% of its suppliers from national markets across its operations, supporting higher local content in delivered projects. Iskraemeco Slovenia directed €14 million, approximately 25% of its total procurement spend of €56 million, to local European suppliers, with a strategic focus on direct sourcing from producers for high-value components. Elsewedy Electric Pakistan achieved 50% local sourcing among its 34 raw material suppliers. For critical raw materials and high-value components, relevant subsidiaries continue to prioritise direct sourcing from producers, reducing exposure to geopolitical risks, supplier capacity constraints, and potential disruptions while strengthening supply chain resilience. Supplier sourcing is further supported by structured supply market intelligence processes that evaluate supplier capabilities, production capacity, geographic location, and alignment with project requirements, enabling the Group to identify qualified suppliers while strengthening procurement resilience and supporting informed sourcing decisions.

Beyond procurement KPIs, the Group is advancing structural shifts to deepen localisation. Plans are underway to transition specific business lines from a trading model to a manufacturing model through strategic joint ventures, including the joint venture with Hitachi, designed to reduce intercontinental logistics emissions, increase local technology transfer, and embed long-term industrial capability in the markets the Group serves.

Supply Chain Academy

Elsewedy Electric Group is committed to developing its supply chain professionals through the Supply Chain Academy, a strategic learning hub designed to equip employees with the tools and knowledge required to drive operational excellence and sustainable growth. The Academy strengthens internal capability across procurement, logistics, and supplier-relationship functions, ensuring that the Group's supply chain teams are equipped to apply ESG criteria, manage complex global supplier networks, and lead the digital transformation of procurement.

In 2025, the Supply Chain Academy delivered 6 dedicated training sessions, totalling 288 training hours, with 70 supply chain professionals trained across the Group. Programmes covered category management, supplier relationship management, sustainable procurement principles, and digital procurement tools, all aligned with the Group's broader Learning & Development framework and its Group-wide commitment to embedding sustainability into every layer of the organisation.

Vigilance With Our Contractors and Subcontractors

Elsewedy Electric Group continued to strengthen its oversight of contractors and subcontractors throughout 2025 through ongoing enhancements to its Group-wide Supplier Management System. Given the complexity of delivering integrated systems and large-scale infrastructure and industrial projects, the Group recognises the importance of ensuring that all third parties involved uphold its standards on occupational health and safety, labour practices, and ethical conduct. Supplier selection, prequalification, and ongoing performance evaluations are conducted through a cross-functional governance approach involving Procurement, Engineering, Quality, Logistics, Finance, and Health, Safety and Environment (HSE) functions.

This collaborative process ensures that technical capability, operational performance, financial reliability, sustainability, and compliance considerations are consistently integrated into supplier-related decisions throughout the supplier lifecycle. Many of the Group's projects are executed off-site and may involve contractors operating in locations where Elsewedy Electric does not maintain a direct presence, making strong controls essential to managing risks related to worker welfare, fair treatment, and safe working conditions.

To support this, all contractors and subcontractors are required to read and sign the Group's Third-Party Code of Business Conduct, which sets out clear expectations on human rights, anti-bribery, anti-corruption, health and safety, environmental protection, and ethical business practices. Relevant subsidiaries also integrate ESG due diligence into supplier qualification processes, with supplier facilities undergoing ESG assessments to identify environmental, social, and governance risks and implement corrective actions where necessary as part of the Group's commitment to responsible supplier management and continuous improvement. The Group is also working to integrate ESG principles more deeply into contractor engagement processes as part of its updated Supplier Management System, reinforcing its commitment to responsible project execution and stakeholder protection across its global footprint.

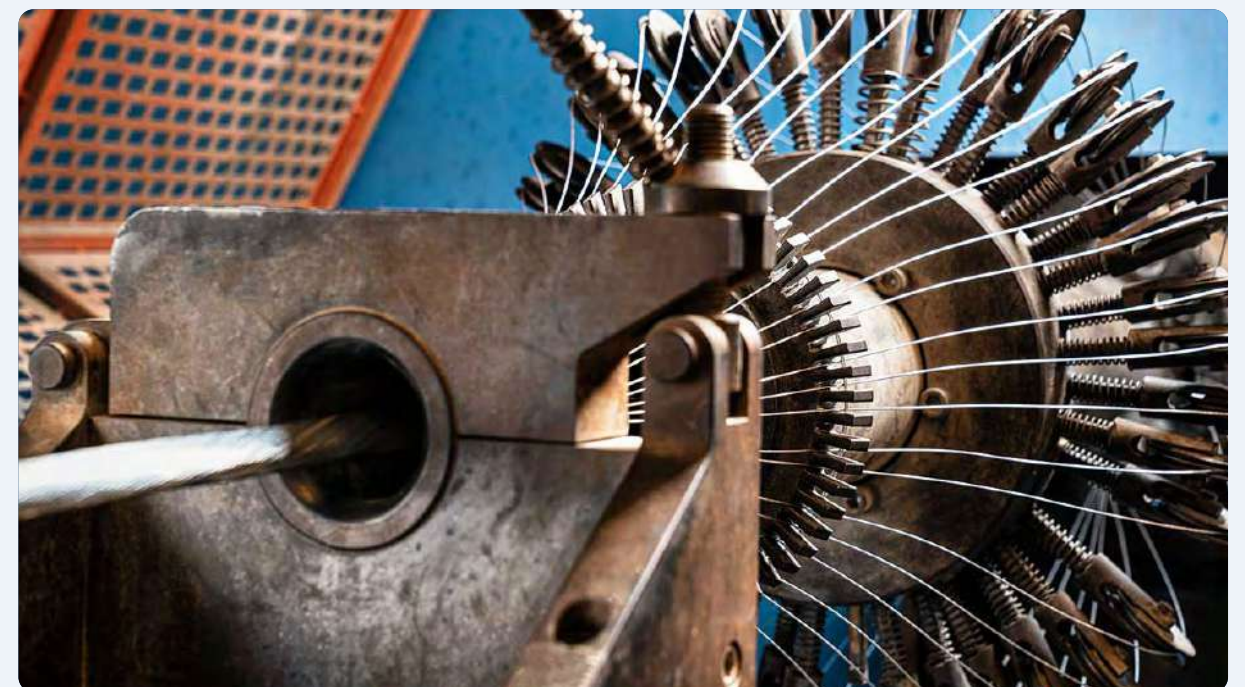


Building a Responsible Supply Chain Together: Iskraemeco Slovenia's Supplier ESG Webinar Series

In 2025, Iskraemeco Slovenia took a meaningful step toward strengthening dialogue with its supplier base by launching its first Supplier ESG Webinar Series, one element of the Group's broader journey toward the 2026 strategic target of a fully deployed Supplier ESG Capacity-Building Programme. The initiative reflects Iskraemeco's approach of building shared capacity with suppliers on sustainability priorities, rather than relying solely on contractual enforcement.

During the reporting year, Iskraemeco Slovenia conducted two supplier-focused webinars aimed at presenting the subsidiary's sustainability approach and strengthening communication and engagement on ESG-related topics. The sessions provided an overview of the company's key policies and frameworks, including the Supplier Code of Conduct, the Sustainable Procurement Policy, and the Code of Business Ethics. The webinars also covered Iskraemeco Slovenia's approach to component compliance, particularly in relation to RoHS and REACH requirements, as well as broader ESG priorities, key performance highlights, and recent developments in supplier relationship management.

The webinar series complemented the subsidiary's wider 2025 supplier engagement framework, which included four on-site external sustainability audits with zero non-conformities, the introduction of an annual ESG questionnaire for the top 20 suppliers, and the embedding of human rights, anti-corruption, and child and forced labour prohibitions into all Global Supplier Agreements (GSAs) as standard contractual clauses. The sessions were organised in collaboration with the Sustainable Development Department, reinforcing a coordinated approach to responsible supply chain practices.



Localization and In-Country Value Creation Across the Group

Elsewedy Electric Group continues to embed local content, localisation, and capability-building across the markets in which it operates, contributing to national industrial development strategies, strengthening supply chain resilience, and supporting long-term economic value creation.



Saudi Arabia

In 2025, Elsewedy Electric KSA inaugurated a new USD 40 million Cable Accessories and Fiberglass Poles factory in Riyadh, representing the Group's third industrial facility in the Kingdom. The 37,395 sqm plant, located in the Elsewedy Industrial Complex, specialises in producing Low, Medium, and High Voltage Cable Accessories and Polymer Fiberglass Reinforced Poles, and during the reporting year Elsewedy also became the first local manufacturer of cable accessories certified by the Saudi Electricity Company (SEC), further supporting Saudi Vision 2030's localisation and local content objectives. Elsewedy Telecom Cables additionally announced a new investment exceeding SAR 300 million to establish the Kingdom's only fully integrated manufacturer of copper and fibre cabling solutions, strengthening domestic manufacturing capabilities and supporting the expansion of digital infrastructure across Saudi Arabia.



Egypt

Through Elsewedy Industrial Development (SID), the Group is contributing to industrialisation and economic growth in Egypt through the development and operation of integrated industrial cities. SID currently manages 12 industrial cities across a landbank exceeding 60 million sqm, hosting a diversified portfolio of local and international manufacturers. In 2025, SID announced cumulative foreign direct investments (FDI) of USD 8.3 billion, in addition to the launch of a new 6 million sqm Automotive and Logistics City in New Damietta. The development includes a USD 500 million Elsewedy Submarine Cables manufacturing facility featuring the first 180-metre cable production tower in the Middle East, and one of only six globally, reinforcing Egypt's position as a regional industrial and export hub.



Tanzania

Elsewedy Electric's 120,000 sqm cable manufacturing facility in Kigamboni, Dar es Salaam, continues to support local industrial development and workforce capacity-building in Tanzania. The facility currently sustains approximately 200 direct jobs and 500 indirect jobs, while supporting technical education and talent development initiatives. During 2025, the facility hosted between 30 and 40 graduate interns annually in collaboration with four Tanzanian universities, and organised business awareness sessions, contributing to local workforce development aligned with East African Community (EAC) and Southern African Development Community (SADC) market needs.



Tunisia

In 2025, Elsewedy Electric's subsidiary ECMEI signed its first direct order with Tunisia's national utility company, STEG, for the supply of composite insulators up to 225 kV. The agreement further strengthened the Group's long-term relationship with one of North Africa's leading utilities and supports Tunisia's energy infrastructure development through locally aligned and internationally compliant solutions.



Qatar

Elsewedy Electric continued advancing its regional localisation strategy through plans to establish a new industrial complex in Qatar within the next five years. The facility is expected to support the local production of transformers, busway systems, substation equipment, and switchgear panels in alignment with Qatar National Vision 2030 and the country's industrial self-sufficiency objectives.

Through these initiatives, Elsewedy Electric Group continues to reinforce responsible localisation, sustainable supply chain management, industrial resilience, and long-term economic development across the markets and communities it serves.

Read more about our Third-Party Code of Conduct on our [website](#).



Community Health and Safety

Context

The communities living adjacent to Elsewedy Electric Group's manufacturing facilities, construction sites, and infrastructure developments sit within the direct sphere of influence of the Group's operations. Their proximity to industrial activity means that day-to-day living conditions, air quality, road safety, public health, access to land, and emergency preparedness, can be shaped, directly or indirectly, by how responsibly the Group plans, builds, and operates.

For this reason, the scope of Elsewedy Electric's risk analysis has been deliberately expanded to encompass not only the workforce on-site but also the populations who live, move, and conduct their daily lives in the surrounding environment.



Risks, Impacts, and Opportunities

Industrial activity, heavy equipment, large vehicle movements, and infrastructure construction inherently raise the possibility of community exposure to operational hazards. In areas where Elsewedy Electric Group is already present, many of which are simultaneously contending with climate-related stresses such as extreme heat, water scarcity, or weather-driven disruption, these residual risks can compound existing vulnerabilities. The Group acknowledges its responsibility to anticipate, prevent, and mitigate any adverse health and safety impacts that its activities may impose on project-affected communities, with particular sensitivity to individuals who may be more vulnerable due to age, health condition, economic situation, or proximity to operational footprints.

Throughout 2025, in continued alignment with the IFC Performance Standards, Elsewedy Electric Group continued to advance the implementation of its Stakeholder Engagement Plan (SEP), Land Acquisition Operational Procedures, project-specific due diligence procedures, and Environmental and Social Management Plans (ESMPs) across new greenfield developments, renewable energy projects, and existing operations.

These instruments share a common purpose: to anticipate and prevent adverse impacts on the health and safety of project-affected communities throughout both routine and non-routine project activities and across the full project lifecycle, and to embed climate-change considerations alongside quality and safety performance into the design and construction of infrastructure assets, including dams and large hydropower facilities, drawing on operational lessons captured from the Group's flagship mega-project in Tanzania, the Julius Nyerere Hydropower Plant (JNHPP), which reached full commissioning of all nine units in March 2025.

Equally, these frameworks are designed to reduce community exposure to project-related traffic, road safety risks, infectious or chronic diseases, and hazardous substances arising from operational activity, while operationalising effective measures to manage emergency events and limit their consequences for surrounding populations. Together, they ensure that personnel and physical assets are safeguarded in a manner that prevents, rather than introduces, risks to neighbouring communities, reinforcing the Group's broader commitment to responsible project execution wherever it operates.

Our Management Approach

Community Health and Safety

The Group evaluates the health and safety risks and impacts of its activities on project-affected communities across the full project lifecycle, from screening and design through construction, operation, and decommissioning, with particular attention to vulnerable groups.

Identified risks and impacts are met with mitigation measures aligned to the Group's established mitigation hierarchy (avoid → minimise → restore → compensate). The Corporate ESMS defines the minimum standards that apply Group-wide, while site-specific assessments tailored to each location's social, environmental, and regulatory context build on, and where necessary supersede, the Group baseline.



Relevant Policies and Documents

Indigenous Peoples Policy

Corporate Stakeholder Engagement Plan (SEP)

Land Acquisition Operational Procedures

Electric Cultural Heritage Policy

Transportation and Traffic Control Plan

Working Near Live Roads Operating Management Procedure



Infrastructure and Equipment Design and Safety

Project teams across the Group, together with external consultants where required, design, build, operate, and decommission structural elements of every project in compliance with national legal requirements, the Group's ESMSs, and applicable Good International Industry Practice (GIIP), ensuring that safety risks to third parties and surrounding communities are fully accounted for. All structural elements are engineered and executed by certified, competent professionals and approved by qualified authorities.

The Group has further evolved its design processes to integrate climate-change considerations into structural calculations where relevant, addressing the incremental risks posed to neighbouring communities by operational accidents and natural hazards, including extreme weather events, that may amplify under shifting climate conditions.

Traffic and Road Safety

Vehicle movements associated with the Group's manufacturing, E&C, and industrial development activities can extend operational risk well beyond site boundaries, particularly where project routes overlap with public roads or pass-through populated areas. Elsewedy Electric Group identifies, evaluates, and continuously monitors potential traffic and road safety risks throughout the project lifecycle for both new developments and ongoing operations, applying targeted mitigation measures wherever risks are identified.

Fleet management standards include structured driver and vehicle safety training programmes, alongside enforcement protocols designed to reinforce safe-driving culture. In cases where construction and equipment operations are conducted on public roads, or where they may temporarily affect public infrastructure, appropriate site-specific safeguards are deployed to prevent incidents and injuries to road users and adjacent communities.

Community Exposure to Health Issues

The Group adopts a proactive stance to reduce the risk of communities being exposed to water-borne, water-based, vector-borne, communicable, or non-communicable diseases that could result from project activities, recognising that population groups in different geographies present varying levels of exposure and sensitivity. As part of the updated Group-wide ESMS framework, Elsewedy Electric has institutionalised a dedicated approach to communicable disease management, including the COVID-19 and Communicable Diseases Policy, that guides operations in areas where infectious diseases are endemic.

Where relevant, the Group also pursues opportunities to improve local environmental conditions throughout the project lifecycle, contributing to a reduction in the broader disease burden borne by surrounding communities. To address the social-health interface created by large-scale projects with significant labour mobilisation, the Group requires labour-influx management studies to be developed and implemented, preventing or mitigating the social and public-health impacts that temporary or permanent project workforces may otherwise impose on host communities.

Management and Safety of Hazardous Materials

Hazardous materials and substances used during project execution and operations could, if mishandled, present a public risk to nearby populations, including workers' families and other groups whose exposure may be heightened due to socio-economic vulnerability or health condition.

To prevent such outcomes, the Group enforces a structured set of protocols designed to eliminate the use of hazardous materials wherever feasible, substitute them with safer alternatives, or otherwise reduce their hazardous condition or quantity at source. Where hazardous substances form an integral part of existing project infrastructure or components, dedicated due-diligence is applied during construction, implementation, and decommissioning to mitigate community exposure.

Across all subsidiaries, the safe handling, transport, storage, and disposal of hazardous wastes is governed by detailed standard operating procedures, with reinforced controls at facility level, exemplified in 2025 by enhanced COSHH (Control of Substances Hazardous to Health) management across cable accessories operations, where 100% of substances are catalogued, all risk assessments are logged and reviewed, every handler is certified, and PPE protocols are enforced across all operational zones.



Emergency Preparedness and Response

As part of the Group's Emergency Preparedness and Response Plan (EPRP) requirements, Elsewedy Electric identifies and implements measures to respond to emergency events arising from natural or man-made hazards, including fires, explosions, leaks, spills, and increasingly frequent extreme-weather episodes, that may, individually or cumulatively, escalate into incidents threatening operational continuity, the workforce, and surrounding populations.

The system is designed to ensure that, where emergencies occur, response is well-coordinated and immediate, with the overriding objective of safeguarding the health and safety of personnel and adjacent communities, containing damage, and compensating for residual impacts.

For projects within the Group's scope that have the potential to trigger emergency events, a formal Risk Hazard Assessment (RHA) is mandated as part of the project's wider environmental and social due diligence. Where this is not required by the relevant country regulatory regime, the Group performs it voluntarily. Based on the outcomes of the RHA, a dedicated EPRP is developed in coordination with relevant local authorities and the

affected community, scaled proportionately to the nature and magnitude of identified hazards. Standard ERP components include: (a) engineering controls such as containment, automatic alarms, and shutdown systems; (b) secured access to on-site and nearby emergency equipment; (c) notification protocols for designated emergency responders; (d) diversified communication channels for affected communities and other stakeholders; (e) emergency-responder training and recurring drills; (f) public evacuation procedures; (g) a designated ERP implementation coordinator; and (h) environmental restoration and clean-up procedures following any major incident.

EPRPs undergo periodic reviews to confirm continued effectiveness against the evolving spectrum of emergency events associated with each project. Elsewedy Electric Group also extends training and collaborative drills to affected communities, relevant government agencies, and other key stakeholders, conducting these in conjunction with the same training programmes provided to project workers under OHS requirements, to ensure that emergency-response readiness extends across the entire impact zone of its operations.

Security Personnel

Recognising that security arrangements, if poorly governed, can themselves introduce risks to communities, Elsewedy Electric Group has developed and continued to apply a structured Security Management Plan during 2025 to govern the engagement of both directly employed and contracted security personnel.

The plan is grounded in a formal evaluation of the security risks faced by individuals on and around project sites, and is designed to ensure that security arrangements are proportionate to the actual threat profile rather than introducing additional sources of harm. In selecting, recruiting, and supervising security personnel, the Group is guided by the principles of proportionality, accountability, and Good International Industry Practice (GIIP), together with all applicable national laws.

The Group does not authorise the use of force by direct or contracted security workers, except where strictly necessary for preventive or defensive purposes and always in proportion to the nature and severity of the threat. Elsewedy Electric Group will actively seek to ensure that government security personnel deployed in support of its facilities act consistently with the Group's standards on human rights and conduct, and will encourage the relevant authorities

to disclose the security arrangements applicable to such facilities to the affected public, subject to legitimate overriding security concerns.

The Group commits to: (i) conducting reasonable inquiries to verify that security personnel, whether directly employed or contracted by the borrower, have no history of past abuses; (ii) ensuring that they receive adequate training in the use of force, including firearms where applicable, as well as in respectful conduct towards employees and affected communities; and (iii) requiring full compliance with applicable laws and with the contractual stipulations of the ESCP.

The Group will further review all allegations of unlawful or abusive acts on the part of security personnel, take appropriate action, or urge the relevant parties to do so, to prevent recurrence, and, where necessary, report unlawful and abusive acts to the relevant authorities. This approach reflects Elsewedy Electric Group's broader alignment with the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights, ensuring that the protection of assets is never pursued at the cost of community welfare or human dignity.



ACCELERATING DECARBONIZATION TOWARDS A LOW- CARBON ECONOMY

Managing Climate Risks and Opportunities



Elsewedy Electric's Carbon Footprint



Elsewedy Electric's Commitment to Decarbonization



Enabling Customers to Decarbonize through Our Products



Accelerating Decarbonization Towards A Low- carbon Economy

The transition toward a low-carbon economy sits at the core of Elsewedy Electric Group's Sustainability Strategy and shapes both how the Group operates and what it delivers to its markets.

The dual ambition is clear: to evolve the Group's product and service portfolio toward solutions that enable clean energy, electrification, and sustainable infrastructure for its customers, while simultaneously taking decisive steps to decarbonize the Group's own operations and value chain.

Throughout 2025, this ambition translated into concrete progress. The Group continued to advance energy-efficiency improvements across its manufacturing facilities, strengthened the maturity of its GHG inventory by extending reporting boundaries to cover 100% of operations, and laid the groundwork for deeper climate action upstream and downstream of its direct footprint. Recognising that durable climate impact cannot be achieved alone, Elsewedy Electric Group actively engages its suppliers and partners to embed low-carbon practices across the value chain, pushing emissions-reduction efforts beyond the Group's direct boundary and into the broader ecosystem in which it operates.

Through this dual approach, offering low-carbon solutions to customers while embedding decarbonization throughout its own operations, Elsewedy Electric Group is positioning itself to drive measurable climate impact and contribute meaningfully to the global shift toward a more resilient, sustainable energy future.



2025 Key Highlights

8th Consecutive Carbon Footprint assessment and 1st Group Climate Transition Plan



100% Coverage of Operational
Factories in GHG Reporting

35 Third-party verified EPDs



Covering 1,600–2,000 products,
advancing the 2030 target of 100%
portfolio coverage

177,574 mtCO₂e



Scope 1+2 market-based emissions
in 2025 for Elsewedy Electric
Factories, representing a **8.2%
increase** compared to the BY
2023, which is mainly attributed
to the commissioning of 3 new
manufacturing facilities

B CDP Climate Change score



Improved from B- and
reflecting stronger
emissions accounting

573 mtCO₂e



Reduced emissions from renewable
energy consumption in our operating
manufacturing facilities

38%



Decrease in emissions intensity
mtCO₂e/million EGP revenue
compared to the BY 2023

Managing Climate Risks and Opportunities

Elsewedy Electric Group operates with a clear awareness of the relationship between its industrial activities and the natural environment that supports them. Every operation, from a manufacturing facility to a construction site, sits within an ecological context, and the Group's long-term success depends on conducting its business in a way that prevents harm, restores damage where it has occurred, and preserves ecological balance for the future. The Group's climate action is anchored in the TCFD's recommendations, which structure how Elsewedy Electric Group identifies, manages, and discloses climate-related risks and opportunities to its investors, financiers, and other stakeholders, in line with leading international disclosure practice.

Across the time horizons considered, the Group's exposure profile reflects the realities of operating in a global energy and infrastructure market in transition. In the short to medium term, defined as the next five years, climate-related risks are assessed as being of moderate concern, driven primarily by the introduction of new policies and regulations in the various markets where the Group operates. The EU Carbon Border Adjustment Mechanism (CBAM) is one such example, alongside growing customer and regulatory expectations around product carbon footprints and lifecycle

environmental disclosure. To respond to these transitional pressures, the Group has continued to develop and operationalise its decarbonization roadmap, which is built around quantifying the environmental footprint and GHG potential of products, deepening third-party verified EPDs, and pursuing systematic improvements in resource efficiency, renewable-energy adoption, circular-economy practices, and responsible raw-material sourcing.

The Group's long-term risk exposure is shaped predominantly by the physical impacts of climate change in the regions where it operates, including markets where rising temperatures, water stress, and extreme weather events may render certain locations increasingly difficult to operate in over the coming decades.

To address this exposure, the Group has continued to advance its 2025 climate-resilience workstream, focused on selecting and adopting forward-looking climate scenarios, assessing physical climate risks across operations, and, most importantly, embedding the climate-risk assessment process directly within Elsewedy Electric's enterprise risk management system, so that climate considerations sit alongside, rather than separate from, the Group's mainstream business risk processes.

The disclosures presented in this Sustainability Report are made in alignment with the TCFD's four-pillar framework, organised across the following thematic areas:

Governance

The Group's governance structure around climate-related risks and opportunities, including the Board's oversight role and management's responsibility for assessing and managing these risks.

Strategy

The actual and potential impacts of climate-related risks and opportunities on Elsewedy Electric Group's business, strategy, and financial planning, including how the strategy holds up under different climate scenarios (such as a 2°C or lower-warming pathway).

Risk Management

The protocols Elsewedy Electric Group applies to identify, assess, and manage climate-related risks, and how these are progressively being integrated into the Group's overall enterprise risk-management approach.

Metrics and Targets

The metrics used by the Group to evaluate its climate-related risks and opportunities, the disclosure of Scope 1, 2, and 3 emissions, and the targets set to measure progress over time.

This Report incorporates the 11 recommended TCFD disclosures, organised across the four pillars above. Where the Group has not yet achieved full compliance with a specific recommendation, the current position, strategy, and timeline toward alignment are disclosed transparently. Elsewedy Electric Group is currently reviewing the TCFD's all-sector guidance and intends to integrate its findings into the next analysis and disclosure cycle, with full incorporation planned for the upcoming financial year. Climate disclosure is treated as an iterative discipline, one in which policies, processes, and disclosures will continue to be refined as the Group's data systems, modelling capabilities, and external assurance practices mature.

For further details on our climate risks and opportunities assessment and management, please refer to the [Climate Transition Plan](#), the [TCFD Correspondence Table](#) and our [CDP Response](#)¹.

Climate Risk Management

Our Progress

Building on the comprehensive baseline risk assessment first conducted with an external ESG and Climate Consultant, which produced an initial inventory of transition and physical climate risks across the Group and shaped a tailored impact assessment methodology, Elsewedy Electric Group continued in 2025 to operationalise this work within its updated 2020–2030 ESG strategy.

The objective remains to move climate-risk management from a standalone analytical exercise into a fully integrated component of business-as-usual processes, evaluated by significance of impact and likelihood of occurrence, and managed through the same governance channels as other enterprise risks.



The Group's progress in 2025 has been focused on advancing climate-risk integration across four interlinked thematic areas:

Electricity, fuel and water consumption

Energy and water efficiency advanced across the Group's manufacturing footprint in 2025, with 0.3% of total electricity consumption sourced from renewables. Rooftop solar capacity expanded at key facilities, including Iskraemeco Slovenia, which reached a 28% share of green electricity. Energy intensity decreased by 35% and water withdrawal intensity by 43% versus 2023.



Raw materials and supply chain

ESG integration in procurement deepened during 2025: 70% of significant Tier-1 suppliers at Elsewedy Electric PSP were assessed, and 100% of new suppliers at Elsewedy Telecom Cables and ECMEI were screened against environmental and social criteria.



Product Environmental Footprint and GHG potential

35 third-party verified EPDs¹² now cover 1,600–2,000 products, giving customers transparent lifecycle data. Iskraemeco Slovenia's smart meters helped avoid an estimated 3.45 million tonnes of CO₂ in 2024, with the avoided-emissions methodology to be extended to additional product families in 2026. EPD coverage will reach 100% of the portfolio in line with the 2030 target.

Policies

The Group Climate Policy remained the overarching framework, complemented in 2025 by refreshed subsidiary policies (Iskraemeco Sustainable Procurement and Human Rights) and the Corporate Compliance suite released on 7 December 2025, including the Third-Party Code of Business Conduct. Climate and ESG due diligence (ESDD) was applied to every 2025 investment decision, while participation in Chapter Zero Egypt continued to advance climate-governance literacy at Board level.

¹² EPDs published as of the 2025 year-end.

Elsewedy Electric's Carbon Footprint

Climate Action

Driven by Elsewedy Electric's expansion strategy, **three new manufacturing facilities** commenced operations in 2025, contributing **6.9%** of total Scope 1 and 2 emissions of the year 2025. Due to this expansion, alongside **increased production volumes** at several existing facilities, absolute Scope 1 and 2 market-based emissions increased by **8.2%** compared to the 2023 base year, and **8.9%** year-over-year compared to 2024. Scope 1 and 2 market-based emissions intensity **increased** by **2.7%** in 2025 compared to **2024**, while **decreased 38%** compared to the base year **2023**.

Detailed Scope 1, Scope 2, and Scope 3 inventories, together with the Group's progress against its reduction targets, are presented in the sections that follow.

Since initiating its environmental reporting journey in 2017, Elsewedy Electric has consistently enhanced the scope and depth of its greenhouse gas (GHG) footprint assessments. Initially covering seven factories, the Company has progressively broadened its disclosure to reflect its commitment to transparency. Reporting extended to 19 factories by 2021 and further expanded to 23 in 2022. During that same year, Elsewedy Electric intensified its GHG emission assessments, marking a clear shift toward greater accountability.

In 2023, the Company achieved full coverage across its 26 operational factories and expanded its Scope 3 reporting to include emissions from capital goods, as well as electricity transmission and distribution losses. This momentum continued in 2024, with coverage encompassing all operational factories, which represented 27 out of 31 existing facilities. Additionally, the Scope 3 boundary was expanded to align with the GHG Protocol's minimum boundary requirements and ensure the inclusion of all relevant and significant categories.

This included adding Category 11 (Use of Sold Products), Category 12 (End-of-Life Treatment of Sold Products), and Purchased Energy Well-to-Tank (WTT) upstream emissions under Category 3 (Fuel and Energy-Related Activities).

In 2025, Elsewedy Electric maintained comprehensive coverage of all relevant and significant Scope 3 categories across its entire operational footprint, which grew to 30 manufacturing facilities following the commissioning of three new sites out of 34 existing facilities.



Planet & Resources



Climate Action

Our 2026 commitment

Achieve 100% corporate-wide coverage of Scope 1, 2, and 3 GHG emissions accounting

In 2025, Elsewedy Electric continued to account for all relevant and significant Scope 3 emissions categories across all of its operational manufacturing facilities.

2026 Target

100%

2025 Performance

100%

Year-on-Year Expansion in our GHG Accounting Organizational Boundaries

2017

1st Carbon Footprint covering
7 Manufacturing facilities

Beginning to follow the GHG Protocol
in accounting for our carbon footprint.



2020

3rd Carbon Footprint for
7 Manufacturing facilities

Increased reporting boundaries to
encompass more facilities.

2021

4th Carbon Footprint covering
19 Manufacturing facilities

First CDP 2021 Disclosure

First CDP Disclosure conducted
and increased the scope of our
boundaries to include the majority
of the subsidiaries



2022

5th Carbon Footprint covering
23 Manufacturing facilities

2nd CDP 2022 Disclosure Graded C

2023

6th Carbon Footprint covering
26 Manufacturing facilities

3rd CDP 2023 Disclosure Graded B

Notable increase in the CDP grade
from C to B

2024

7th Carbon Footprint covering
**27 Manufacturing facilities
and 2 key E&C subsidiaries**

4th CDP 2024 Disclosure Graded B-

Slight decrease in CDP's climate
change score from B to B- reflecting
the stringent updates in the scoring
methodology, yet maintaining a
"Management" level

2025

8th Carbon Footprint covering
**30 Manufacturing facilities
and 2 key E&C subsidiaries**

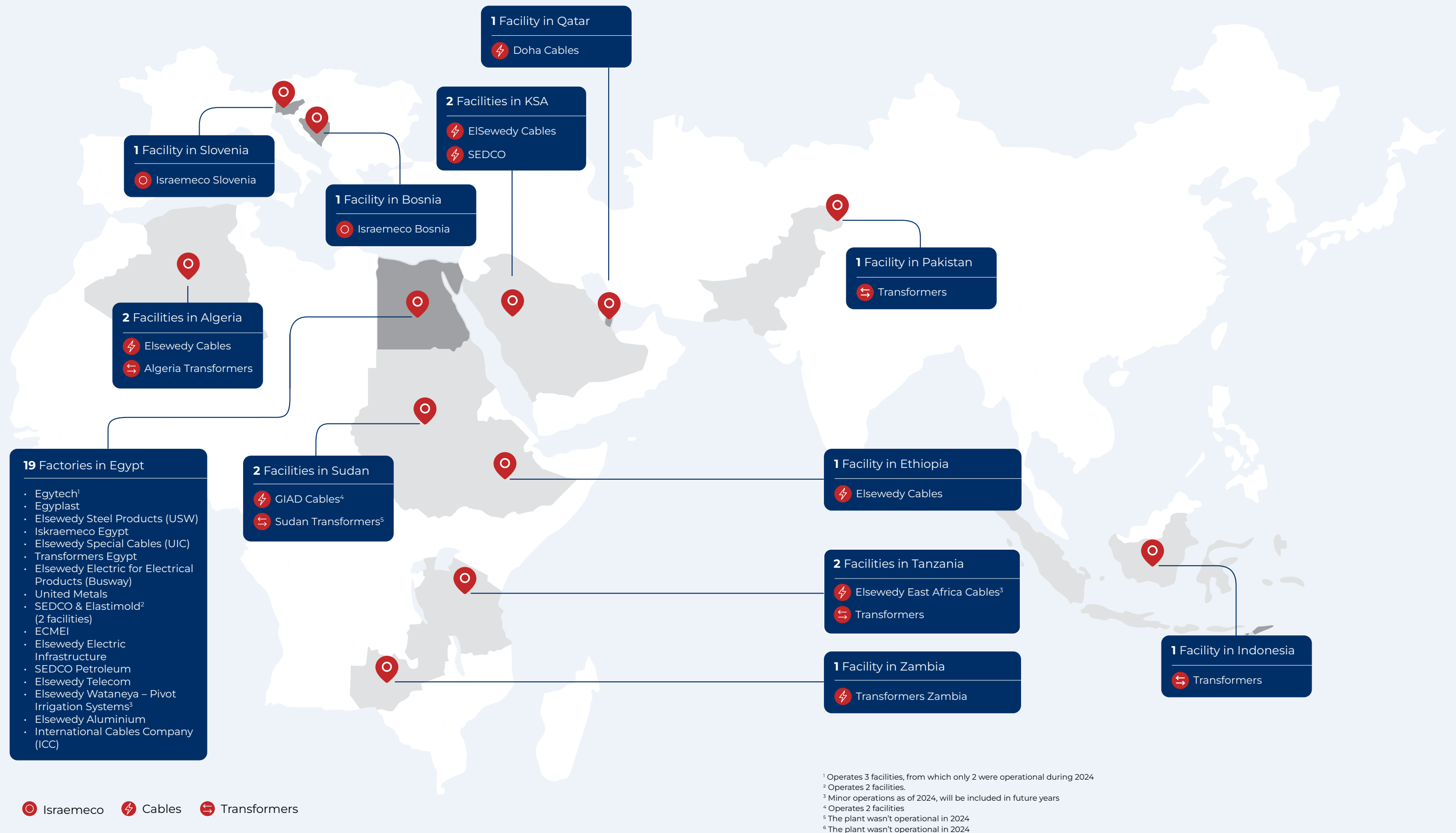
5th CDP 2025 Disclosure Graded B

CDP climate change score improved
from B- to B in 2025, reflecting
strengthened emissions accounting
and disclosure across an expanded
reporting boundary.



Elsewedy Electric Manufacturing Facilities

Geographical Distribution



2025 GHG Assessment Results

Elsewedy Electric Group has been actively tracking and disclosing its organisational GHG emissions since 2017. The Group remains committed to annual reporting and continues to improve the accuracy and consistency of its emissions data through the development of an integrated ESG data collection and management system, the rollout of which was further advanced during 2025.

The reported 2025 GHG emissions encompass the core operational activities of Elsewedy Electric Group, including direct emissions from controlled equipment and assets (Scope 1), indirect emissions from purchased energy (Scope 2), and the relevant and significant upstream and downstream value-chain indirect emissions (Scope 3).

The 2025 assessment, spanning the reporting year from 1 January to 31 December 2025, includes emissions data from 30 operational facilities out of a total of 34 existing facilities owned and operated by the Group.

All GHG assessments are conducted in alignment with the GHG Protocol, the Intergovernmental Panel on Climate Change (IPCC) Guidelines for National GHG Inventories, and the ISO 14064-1:2018 standard.

GHG Emissions Over the Years

The 2025 carbon footprint results indicate an increase in absolute Scope 1 and Scope 2 emissions compared with the 2023 base year and the previous year 2024. The increase is primarily driven by the commissioning of three new manufacturing facilities.

The integration of Renewable Energy across the Group's facilities accelerated further in 2025. Elsewedy Electric for Electrical Products, a subsidiary of Elsewedy Electric Group, has successfully procured I-RECs covering 100% of its 2025 electricity consumption. This strategic measure reduced the factory's Scope 2 market-based emissions to zero, effectively reducing Elsewedy Electric Group's market-based Scope 2 emissions by 3.8% compared to the business-as-usual (BAU) baseline with no certificates purchased. This expansion builds on the 2024 baseline established at Iskraemeco Slovenia, where the solar PV generated 847,509 kWh in 2024 to cover approximately 28% of the facility's total electricity consumption. The site successfully maintained this 28% green electricity share through 2025.

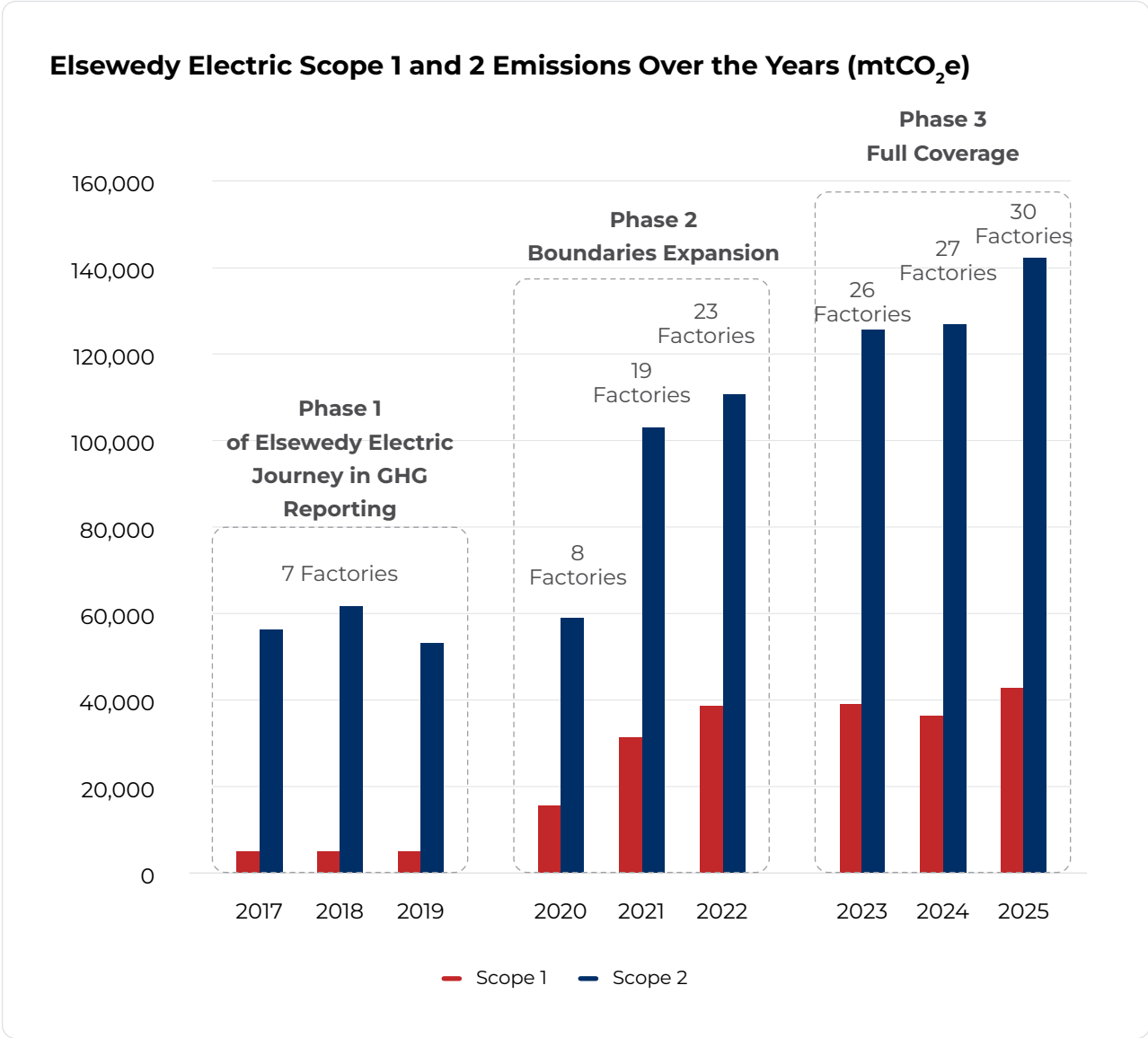
In line with the expanded reporting boundary, Scope 3 emissions for 2025 reflect the consolidated inclusion of Category 11 (Use of Sold Products) and Category 12 (End-of-Life Treatment of Sold Products), categories first introduced into the 2024 assessment and now embedded as standard reporting categories. Category 11 remains the most significant contributor to the Group's total emissions, reflecting the lifecycle energy use associated with Elsewedy Electric products including cables, transformers, and electric meters. Notably, the 2024 emissions for Category 11 have been recalculated in 2025 to incorporate refined data that more accurately reflects the real-world impact of Elsewedy Electric's sold products.

	2023 - BY (26 factories)	2024 (27 factories)	2025 (30 facilities)
Scope 1 (mtCO ₂ e)	38,713	36,221	42,495
Scope 2 market-based (mtCO ₂ e)	125,352 ¹³	126,873 ¹⁴	135,079
Scope 1 & 2 market-based (mtCO ₂ e)	164,065	163,094	177,574

	2023 (26 factories)	2024 – New BY (27 factories)	2025 (30 facilities)
Scope 3 – Upstream categories (mtCO ₂ e)	3,011,585	3,793,663	3,599,978
Scope 3 – Downstream categories (mtCO ₂ e)	61,184	31,167,352	45,253,441
Total absolute emissions – Scope 1, 2 (market-based) and 3 (mtCO ₂ e)	3,236,834	35,124,110	49,030,993
Reduced Emissions (mtCO ₂ e)	2.86	528	573

¹³ Recalculated in 2025 to reflect more accurate emission factors used
¹⁴ Recalculated in 2025 to reflect more accurate emission factors used

The chart below illustrates Elsewedy Electric’s emissions trend since 2017 -the first year of reporting-, while also highlighting the progressive expansion of reporting boundaries. Full coverage of all operational factories was maintained from 2023 through 2025, with the total number of facilities increasing year-over-year due to organic growth and business expansion.

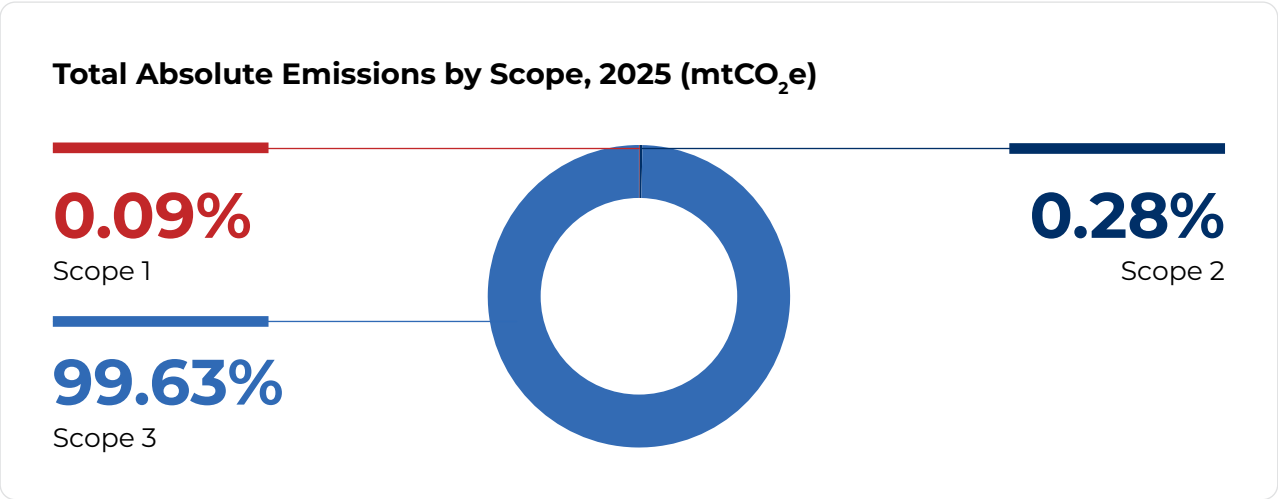


Scope 3 emissions account for over 99% of Elsewedy Electric’s total greenhouse gas emissions, with Category 11: Use of Sold Products alone representing approximately 92%. This is primarily due to the nature of this category, which captures the full lifecycle emissions associated with the use of Elsewedy Electric’s products, including both direct energy use (from electric meters) and indirect energy use (from cables and transformers).

Elsewedy Electric manufactures products such as electric cables and wires, transformers, and electric meters, each known for their durability and long operational lifespans, often ranging from two to four decades. Given the company’s sector, it is typical for the majority of emissions to stem from product use, as affirmed by CDP’s Activity Classification System (CDP-ACS). CDP’s analysts have clearly stated that for companies within the Capital Goods sector, Category 11 is typically the most significant emissions source.

Elsewedy Electric reports all relevant and material Scope 3 categories, in alignment with the GHG Protocol Corporate Value Chain (Scope 3) Standard. It is worth noting that Elsewedy Electric’s products generally serve as components within broader electrical infrastructure systems. As such, their standalone energy use is relatively limited when compared to the total energy consumption of the systems they help power.

Moreover, some of Elsewedy Electric’s products are used in renewable energy applications that support the transition to a low-carbon economy. For example, the company’s contribution to the Benban PV Solar Park in Egypt reflects its role in enabling cleaner energy solutions.



GHG Emissions Breakdown Per Activity (mtCO₂e), 2025

Scope 1 (Direct Emissions)	42,495
Fuel Burning - Owned Vehicles	5,067
Fuel Burning – Diesel and Petrol	4,575
Fuel Burning - Natural Gas	26,361
Fuel Burning - LPG	151
Refrigerant Leakage	6,341
Scope 2 market-based (Indirect Emissions)	135,079
Purchased Electricity	134,559
Purchased Heat	520
Scope 3 (Other Indirect Emissions)	48,853,419
C1: Purchased Goods and Services	3,301,530
C2: Capital Goods	26,962
C3: Fuel- and Energy-Related Activities	36,864
C4: Upstream Transportation and Distribution	150,675
C5: Waste Generated in Operations	1,307
C6: Business Travel	1,995
C7: Employee Commuting	80,646
C9: Downstream Transportation and Distribution	411
C11: Use of Sold Products (Electric Meters: Direct Use of Energy)	178,722
C11: Use of Sold Products (Transformers: Indirect use of Energy)	2,336,515
C11: Use of Sold Products (Cables: Indirect use of Energy)	42,733,085
C12: End of Life Treatment of Sold Products	4,708
Reduced Emissions	573

Emissions Intensity

Recognising that absolute values of direct and indirect GHG emissions may not fully reflect operational efficiency, particularly as the Group continues to expand its operations each year, Elsewedy Electric Group monitors carbon-intensity metrics that measure emissions relative to output, providing a clearer picture of whether operational efficiency is improving over time.

In 2025, the Group recorded a Scope 1 and Scope 2 market-based emissions intensity of 0.77 mtCO₂e per million EGP of revenue, compared with 0.75 mtCO₂e/million EGP in 2024 and 1.24 mtCO₂e/million EGP in 2023. This represents a **2.7% year-on-year increase** in emissions intensity, yet a significant **38% reduction** compared to the 2023 base year. The annual increase was primarily driven by the commissioning of three new manufacturing facilities and scaled-up production volumes at existing sites, both of which led to higher energy consumption and a corresponding rise in emissions.

	2023 –BY	2024	2025	Change compared to BY%
Scope 1 and 2 market-based emissions (mtCO ₂ e)	164,065	163,094	177,574	↑8.2%
Revenue (thousand EGP)	132,011,747	217,514,487	231,544,913	↑75.4%
Intensity (mtCO ₂ e/million EGP)	1.24	0.75	0.77	↓38%
Intensity (mtCO ₂ e/million USD)	38.1	34.0	37.7	↓1.1%



Evolving Calculation Methodology and Data Constraints

Carbon accounting continues to evolve as data-collection technologies and calculation methodologies mature. Throughout 2025, Elsewedy Electric Group remained committed to refining its processes, regularly reviewing and enhancing its data-collection systems to improve accuracy and expand the scope of emissions reporting. Particular attention is paid to Scope 3 emissions, which remain the most complex due to their indirect nature and reliance on third-party data. As both primary and secondary data sources mature, the Group continues to advance its Scope 3 reporting practices.

The Group also supports broader industry efforts toward increased standardisation and transparency in emissions reporting. Recognising that organisations may apply different calculation methods depending on the data, tools, and emission factors available, which can affect the consistency and comparability of disclosures, Elsewedy Electric Group aligns its emissions reporting with internationally recognized standards, including the GHG Protocol, ensuring that its disclosures remain credible and aligned with best practices in carbon accounting.

In 2025, Elsewedy Electric Group further enhanced its data collection system to capture detailed records of the destination countries for its sold products, enabling the application of country-specific emission factors rather than global averages. This builds upon the system's 2024 scope, which already tracked product types and their comprehensive technical specifications to drive reporting precision. This improvement, initiated in 2024, has enabled the Group to report on Category 11 (Use of Sold Products) and Category 12 (End-of-Life Treatment of Sold Products) with progressively greater precision, and scenario analysis for Category 11 continues to be refined under different usage assumptions. Further details are available in the Group's Carbon Footprint Report.



GHG Emissions 2025 for E&C Companies

In addition to reporting emissions from its manufacturing subsidiaries, Elsewedy Electric continued the pilot phase for calculating GHG emissions within its Engineering and Construction (E&C) sector. During this phase, two E&C subsidiaries, Rowad Modern Engineering and Elsewedy PSP, were integrated into the carbon footprint assessment, with their results presented below. Moving forward, Elsewedy Electric plans to gradually expand this reporting scope to achieve full coverage of all E&C subsidiaries in upcoming reporting cycles. As this remains a pilot phase, Rowad Modern Engineering and Elsewedy PSP continue to face certain data collection constraints. Consequently, not all activities are fully captured across Scopes 1, 2, and 3. Currently, Rowad Modern Engineering and Elsewedy PSP are improving their data tracking systems to enhance data quality and completeness in future reporting cycles.

GHG Emissions 2025 for E&C Companies		
Metric	Elsewedy PSP	Rowad Modern Engineering
Scope 1 (mtCO ₂ e)	717	32,045
Scope 2 (mtCO ₂ e)	30	60
Scope 1 & 2 (mtCO ₂ e)	747	32,105
Intensity (mtCO ₂ e/million EGP)	0.02	1.20
Intensity (mtCO ₂ e/million USD)	1.03	59.03
Scope 3 (mtCO ₂ e)	2,743	51,737
Total absolute emissions (mtCO ₂ e)	3,490	83,841

For more information, please refer to Elsewedy [Electric's 2025 Carbon Footprint Report](#).



Elsewedy Electric's Commitment to Decarbonization

Elsewedy Electric Group is committed to playing a leading role in the global transition to a low-carbon economy, both by reducing emissions from its own operations and by enabling its customers to decarbonize through the products, services, and infrastructure the Group delivers.

The Group's 2025 climate strategy continues to focus on four interconnected levers: (1) energy efficiency and electrification of manufacturing; (2) on-site and procured renewable energy across the industrial footprint; (3) decarbonization of the supply chain through structured supplier engagement; and (4) the acceleration of low-carbon products and solutions, spanning grid-scale battery storage, SF₆-free switchgear, hydrogen-ready power generation, EV charging infrastructure, and smart metering.



Our GHG Reduction Targets

Targets provide a clear roadmap for reducing GHG emissions, helping to mitigate the worst impacts of climate change while ensuring long-term business resilience and growth.

Elsewedy Electric has set an ambitious vision to achieve net-zero carbon emissions by 2050 as part of its Sustainability Strategy, a goal that requires setting targets aligned with the 1.5°C scenario and continuously adapting our strategies in line with the latest climate insights.

Guided by the IPCC's Sixth Assessment Report, which emphasizes the urgency of limiting global warming to 1.5°C, we have committed to near-term targets aligned with this pathway. These targets cover 100% of our Scope 1 and Scope 2 emissions, with the aim of achieving a 30% reduction by 2030.

This represents a crucial milestone in our decarbonization journey and reinforces our role in advancing both climate action and sustainable economic development.

30%

Reduction in Scope 1 and 2 Emissions by 2030 (Base year: 2023)



Planet & Resources



Climate Action

Our 2025 commitment

Introduce interim targets for Scope 1, 2, and 3

Elsewedy Electric is committed to setting and adopting near-term emission reduction targets across the organization.

We have set near-term targets that are aligned with the 1.5°C pathway, covering 100% of Scope 1 and Scope 2 emissions, with the goal of achieving a 30% reduction by 2030, against 2023 as the base year.

2025 Performance

100%

Projects for Action - Flagship Decarbonization Assets

Elsewedy Electric Group continues to embed sustainable practices across its operations and prioritise the efficient use of resources. Concrete actions include the deployment of off-grid solar hubs, the construction of photovoltaic solar power plants, the implementation of advanced wastewater treatment systems, and the modernization of power generation facilities to enhance both reliability and environmental performance. Together, these initiatives reflect the Group's commitment to sustainable innovation and to delivering tangible, solution-driven progress across its decarbonization agenda.

Advancing Low-Carbon Products and Strategic Partnerships



Strengthening Strategic Partnerships in Europe's Energy Transition Elsewedy Cables was recognized in 2025 as a **Regional Strategic Partner for Siemens Energy** following a Senior Management Meeting and Strategic Collaboration Day held at Elsewedy Electric headquarters in Egypt.

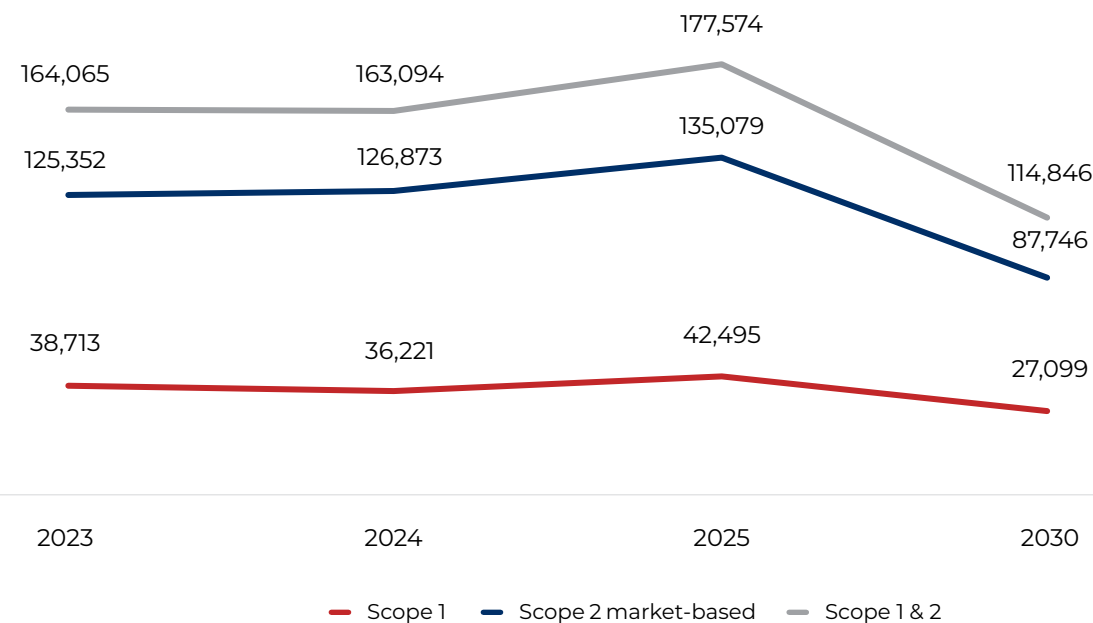
The recognition further strengthens the Group's role in supplying commodity cables and accessories across regional markets while expanding its contribution to large-scale energy-infrastructure projects in Europe, including involvement in the **250 MW Grid Booster Battery project in Germany**, a major initiative designed to enhance grid stability and accelerate the energy transition. The achievement marks an important milestone in Elsewedy Electric Group's broader ambition to strengthen international strategic partnerships and deliver reliable, innovative, and future-ready infrastructure solutions across global energy markets.



Delivering High-Performance Transformer Solutions for Heavy Industry Elsewedy Electric for Electrical Products successfully supplied 4,500 kVA dry-type transformers in 2025 to Danieli, one of the global leaders in the steel industry, supporting demanding industrial applications in Mexico.

The transformers were designed to deliver high operational efficiency, durability, and reliability under intensive industrial conditions, with technical features including 150% load-cycle capacity without cooling fans, CU/CU windings for enhanced durability, and high K-Factor capability designed to withstand harmonic loads commonly associated with heavy industrial operations.

Elsewedy Electric Scope 1 + 2 Emissions Reduction Target



Further details on our 2025 GHG assessment and targets can be found in Elsewedy [Electric's 2025 Carbon Footprint Report](#)



Elsewedy Electric's Climate Transition Plan

As part of its ESG Strategy, Elsewedy Electric developed a comprehensive Climate Transition Plan to manage risks and opportunities while reducing both direct and indirect emissions. The plan focuses on implementing energy efficiency projects, electrifying and maintaining vehicles and equipment, and expanding renewable energy use through on-site generation and Renewable Energy Certificates (RECs) for self-supply.

Additionally, the company is deploying a Digital Sustainability Management System and a GHG accounting system. Beyond operational actions, the plan addresses value chain emissions through both upstream and downstream supplier and customer engagement. More in-depth details are available in our Climate Transition Plan document, which is currently published on our website. This plan represents a pivotal step toward aligning the company's operations with its long-term vision of achieving net-zero emissions and ensuring resilience in a low-carbon future.



Strengthening Efficient Power Solutions in Qatar

A strategic seminar hosted in Doha during 2025 marked the official launch of a partnership between Elsewedy Electric for Electrical Products and Raneen Energy, aimed at supporting the development of efficient and sustainable power-infrastructure solutions in Qatar. The partnership focuses on introducing advanced and energy-efficient products, including dry-type transformers, oil-immersed transformers, and busway systems, designed to meet Qatar General Electricity & Water Corporation (Kahramaa) technical standards while supporting sustainable energy practices and infrastructure modernization across the country.

Supporting Energy Transition Through Technical Knowledge Exchange in Australia

Elsewedy Electric Indonesia hosted its first customer seminar series in Australia during 2025, organising events on 24 June in Melbourne and 26 June in Sydney under the theme "Advancing Sustainable Innovation." The seminars brought together utility companies, E&C contractors, renewable energy investors, and technical professionals to discuss emerging technologies and infrastructure solutions supporting the energy transition and long-term grid resilience, with sessions focused on power transformer design, supply-chain resilience, and the application of ester oil in power systems.

Accelerating Clean Mobility and EV Infrastructure

Plug Elsewedy Electric continued to anchor the Group's contribution to Egypt's clean mobility transition during 2025, expanding accessible EV charging infrastructure and supporting low-carbon transportation solutions across strategic locations.

Strategic partnership with Morshedy Group during 2025 enabled the installation of high-capacity EV charging stations across three major residential and commercial developments, One Kattameya in Cairo, Zahra on the North Coast, and North Edge within Zahra's commercial area, supporting Egypt's broader sustainability and clean mobility objectives.



Network expansion at Wataniya Station in Sharm El-Sheikh strengthened EV charging access in one of Egypt's most prominent tourism destinations, supporting the country's growing clean-mobility ecosystem and improving accessibility for both residents and visitors.



A strategic partnership signed between Plug Elsewedy Electric and **Glide Smart Mobility** during EVS Electrify Egypt 2025 marked an important step toward accelerating the deployment of advanced electric vehicle (EV) charging infrastructure across Egypt.

The agreement, signed by Eng. Heba Farouk, CEO of Plug Elsewedy Electric, and Eng. Sherif Elsayed, Chairman of Glide Smart Mobility, focuses on developing scalable and future-ready mobility solutions.

Plug Elsewedy Electric participated as a **sponsor of the Egyptian Diplomatic Club's New Year Grand Gala Dinner 2026**, providing advanced electric vehicle (EV) charging solutions as part of its continued efforts to support sustainable mobility and clean transportation infrastructure in Egypt.

The partnership reflects Plug Elsewedy Electric's commitment to delivering reliable and innovative EV charging technologies while promoting broader adoption of low-carbon transportation solutions. Through collaborations that combine innovation, service quality, and sustainable infrastructure, the company continues contributing to the development of smarter and more environmentally responsible mobility systems.



Elsewedy Machinery, **in partnership with Hyundai Elevator and in collaboration with the National Authority for Tunnels (NAT)**, continued contributing to one of Egypt's most significant transportation infrastructure projects during 2025 through its participation in **Cairo Metro Line 4**.

Designed to support the safe and efficient transportation of millions of passengers daily, the project reflects a shared commitment to innovation, operational reliability, and sustainable urban mobility infrastructure.



Green AI and Digital Decarbonization



Advancing Green AI Innovation in the Energy Sector Iskraemeco Slovenia

Reinforced its role in sustainable energy innovation during 2025 by leading a two-day workshop in Brdo pri Kranju, Slovenia, focused on **Green Artificial Intelligence (AI) applications** within the energy sector. The workshop forms part of the European Union-funded Horizon Enfield project, an initiative designed to strengthen European AI capabilities and accelerate the development of advanced AI technologies across critical sectors, including energy.

As the lead partner within the project's energy vertical, Iskraemeco brought together researchers, policymakers, and industry experts to explore how AI can support improved energy efficiency, operational optimisation, and environmental performance. The Enfield project includes 30 partners representing major research institutions and industrial organisations, advancing innovation across four strategic pillars: Green AI, Adaptive AI, Human-Centric AI, and Trustworthy AI.



Showcasing Sustainable Infrastructure Solutions at the 7x24 Exchange International Conference

Elsewedy Electric Group participated in the 7x24 Exchange International Conference during 2025, one of the industry's leading global events focused on mission-critical infrastructure and data centres.

Through its participation, the Group showcased its integrated infrastructure and energy solutions designed to support the rapidly growing data centre sector with enhanced reliability, operational resilience, and sustainability performance.

Industry Dialogue and Energy Transition Engagement

Throughout 2025, Elsewedy Electric Group engaged actively across major regional and international platforms, contributing to industry dialogue on the energy transition and sustainable infrastructure development.



Supporting Africa's Energy Transition Through Strategic Industry Engagement.

The Group joined **African Energy Week 2025** as an Associate Sponsor and participated in the Energy Leaders' Dialogue, showcasing integrated end-to-end energy and infrastructure solutions designed to support evolving energy-sector needs across the continent.



Driving Collaboration and Energy Transformation at the 21st APUA Congress. The Group participated in the **21st African Power Utilities Association (APUA) Congress**, a key platform bringing together government leaders, utility companies, and industry stakeholders focused on shaping the future of Africa's energy sector.

The congress explored pathways for sustainable energy transition, infrastructure development, and strategic partnerships, with participation from senior government and industry representatives including Egypt's Ministry of Electricity and Renewable Energy, Egypt's Ministry of Petroleum and Mineral Resources, the Arab Organization for Industrialization, and the Ministries of Energy of Malawi, Togo, and Liberia.



Strengthening Renewable Energy Dialogue at RE+ 2025. The Group participated in RE+ 2025, reinforcing its commitment to renewable-energy innovation and sustainable infrastructure development through strategic discussions and partnership opportunities with global industry leaders.



Supporting Oman's Sustainable Development Vision. The Group participated in Oman **Sustainability Week 2025**, showcasing integrated infrastructure, smart energy, and digital solutions aligned with Oman Vision 2040 and broader regional sustainability ambitions.

Highlighting ESG Integration Through the Green Talk Series, Iskraemeco Slovenia participated in the Green Talk interview series organised by the Council for Sustainable Development of Slovenia (CER) during 2025, highlighting the company's integrated ESG approach and long-term sustainability strategy, with a focus on how ESG principles are embedded across product development, supply-chain management, and operational practices, supported by employee-engagement initiatives such as the Sustainability Ambassadors Programme.

Community-Led Decarbonization

Supporting Local Decarbonization Through Community Environmental Initiatives As part of Iskraemeco's 80th anniversary activities, during 2025, the company partnered with the City of Kranj to plant eight ginkgo trees near the Faculty of Organisational Sciences in Slovenia, contributing to local environmental improvement and decarbonization efforts.

Supported by employee volunteers and local stakeholders, the initiative reflects Iskraemeco's continued commitment to sustainability, community engagement, and environmental responsibility. Over their lifetime, the eight ginkgo trees are expected to absorb approximately 12 tonnes of CO₂, supporting local climate and decarbonization objectives while contributing to greener urban spaces.



International Recognition for Sustainability Leadership

Elsewedy Electric Recognized by TIME Among the World's Best Companies for Sustainable Growth, For the second consecutive year, Elsewedy Electric Group was recognized by TIME among the World's Best Companies for Sustainable Growth 2026, reinforcing the Group's growing international recognition for sustainability, innovation, and responsible business performance.

The recognition reflects continued commitment to sustainable growth, engineering excellence, operational innovation, and long-term value creation across the markets in which the Group operates.



Accelerating Decarbonization with Efficient and Digital Products and Solutions

The Group's contribution to the global low-carbon transition extends well beyond the perimeter of its own operations. Through the products, technologies, and integrated solutions Elsewedy Electric Group delivers to customers across power generation, transmission, distribution, mobility, water, and urban infrastructure, the Group enables the energy transition at the enterprise, utility, and community level, wherever its equipment is deployed. By bringing together advanced engineering, digital intelligence, and sustainability-driven design, the Group helps its customers reduce energy losses, optimise resource use, and meaningfully cut greenhouse-gas emissions across the systems they operate.

This dual ambition, to decarbonize the Group's own footprint while equipping customers with the tools to decarbonize theirs, is reflected in the breadth of the Group's product and service portfolio, and in the strategic partnerships that translate Elsewedy Electric's technical capabilities into measurable climate outcomes worldwide.



Digital Solutions



Through its Digital Solutions portfolio, the Group equips customers with the intelligence layer they need to extract more value from less energy.

Cloud platforms, IoT-enabled meters, analytics tools, and automation systems give operators end-to-end visibility into how their assets consume resources, and the means to act on what they see, in real time. The result is leaner industrial operations, reduced waste streams, and a measurably lighter environmental footprint across every sector the Group serves.

Solutions in this line include:

Energy management systems, industrial automation, cloud and analytics services, smart meters, and data centre solutions.

Engineering & Construction



The Group's Engineering & Construction capability is, in itself, an instrument of decarbonization. The infrastructure Elsewedy Electric delivers, utility-scale solar parks, high-voltage transmission corridors, low-loss distribution networks, sustainable water systems, is the physical backbone of the energy transition in the markets where the Group operates. Each major project shifts the underlying generation mix, the efficiency of the grid, or the resilience of the water cycle, translating engineering excellence directly into avoided emissions and a more sustainable customer base.

Solutions in this line include:

Renewable power generation projects, transmission and distribution systems, sustainable water management infrastructure.

Infrastructure Investments



Elsewedy Electric Group also acts as a long-horizon investor in the sustainable utilities and energy assets the markets of tomorrow will depend on. Through equity stakes in renewable generation, storage, and utility-services platforms, the Group commits capital to the build-out of essential infrastructure, pairing financial discipline with explicit environmental and social return criteria. This investor role allows the Group not only to build sustainable infrastructure for others, but to own, operate, and steward it across its full lifecycle.

Solutions in this line include:

Equity investments in energy and water utilities, sustainable utility-development platforms.

Electrical Products



Every transformer, busway, and switchgear unit the Group manufactures spends decades in service, quietly converting, distributing, and protecting energy in factories, substations, and buildings worldwide. A single efficiency point gained at the product level therefore compounds into substantial system-wide energy and emissions savings over the asset's life. The Group's Electrical Products line is engineered against precisely this logic: high-efficiency components designed to minimise losses, extend asset life, and shrink the carbon footprint of the systems they sit within.

Solutions in this line include:

High-efficiency transformers, busway systems, and complementary energy-efficiency products.

Wires, Cables & Accessories



Cables are the invisible carrier of the energy transition, every kilowatt-hour of clean electricity, from generation to socket, travels through them. Even small reductions in transmission losses, when scaled across thousands of kilometres of installed network, translate into meaningful tonnes of avoided CO₂. The Group's Wires, Cables & Accessories portfolio is engineered around this principle: low-loss conductor designs, durable insulation systems, and renewable-specific cable families that allow energy to move further with less waste, and that hold up reliably over decades of operational service.

Solutions in this line include:

High-efficiency power cables, specialty cables for renewable energy applications, and telecom cabling solutions.

Quantifying Impact - Enabled Emissions Reductions

Recognising that a meaningful share of the Group's positive climate impact arises not at the point of manufacturing but at the point of product use, Elsewedy Electric Group continues to develop its capabilities to quantify the enabled (avoided) emissions generated by its products in operation. Iskraemeco Slovenia has acted as the Group's pilot subsidiary in this domain, applying a structured avoided-emissions methodology to its smart-metering portfolio.

"We have also calculated the avoided emissions of our products, concluding that our smart meters helped avoid 4.56 million tonnes of CO₂ in 2025." - [Iskraemeco Slovenia, 2025 Sustainability Update](#).

Building on this milestone, the Group is committed to extending avoided-emissions quantification across additional product families, including transformers, cables, BESS, and switchgear, in the coming reporting cycles. In parallel, the 35 third-party verified Environmental Product Declarations (EPDs) released by year-end 2025, covering between 1,600 and 2,000 products, provide customers with transparent lifecycle data to integrate into their own Scope 3 footprints. Together, EPDs and avoided-emissions accounting form the analytical backbone of the Group's product-level climate disclosure, and a credible foundation for future SBTi-aligned customer-facing climate claims.

Decarbonization in Action - Key Partnerships and Projects in 2025

Enabling Renewable Energy Integration

Enabling Renewable Integration through Battery Storage - Greece.

In 2025, the Group advanced battery-energy-storage solutions for renewable-energy projects in Greece, addressing one of the most critical bottlenecks in the renewable transition: matching variable generation with continuous demand.

The flagship **50 MW / 100 MWh Battery Energy Storage System (BESS)**, executed through Elsewedy Concessions' wholly-owned subsidiary Energy Bank I S.A., reached financial close in Q1 2025, becoming the first large-scale standalone BESS in Greece.

The project delivers storage capacity that absorbs surplus solar and wind output and discharges it during peak demand or low-generation periods, directly enabling higher penetration of renewables on the Greek grid and supporting Greece's national energy and climate plan as well as the EU's broader 2030 climate targets.



First SF₆-Free Blue GIS Deployment in Saudi Arabia and the Middle East. In partnership with Siemens Energy, Elsewedy Electric PSP signed a milestone agreement in 2025 to deliver the first SF₆-free Blue GIS solution in Saudi Arabia and the Middle East at the **Jawharat Al Aros 110/13.8 kV substation** in Jeddah, awarded by the Saudi Electricity Company (SEC).

Blue GIS replaces sulphur hexafluoride, a potent greenhouse gas, with clean-air insulation, significantly reducing the environmental impact of high-voltage substations while maintaining performance, reliability, and safety. The substation features 13 bays of Blue GIS and introduces advanced digital monitoring that enhances grid performance and establishes a new benchmark for sustainable substations across the region.



Advancing Saudi Arabia's Grid Modernization - First Regional Synchronous Condenser Projects. During 2025, Elsewedy Electric Power Systems Projects (PSP) became the first E&C contractor in the Middle East and the Gulf region to deploy advanced synchronous-condenser technology, signing E&C contracts with the Saudi Electricity Company for both the Central Operating Area (COA) and the Western Operating Area (WOA).

The turnkey scope covers engineering, construction, installation, testing, and commissioning of synchronous-condenser plants across key sites in Riyadh and Hail, with deployment of 18 GE Vernova units delivering up to 2,060 MVA of short-circuit power. The project supports Saudi Arabia's transformative energy-transition strategy, which targets 50% renewable generation by 2030, by reinforcing voltage regulation, system inertia, and fault response, thereby enabling a flexible, stable, and future-ready grid capable of integrating large-scale solar and wind capacity.



Hungary's First Hydrogen-Ready Combined Cycle Gas Turbine Power Plant. In 2025, Elsewedy Electric PSP marked its official entry into the European E&C market through the foundation-stone laying of Hungary's most advanced Combined Cycle Gas Turbine (CCGT) power plant at Mátra, in Visonta. The 520 MW hydrogen-ready facility, the largest of its kind in Hungary, is designed with a 25-year lifespan and capable of integrating up to 30% green hydrogen in its fuel mix, supporting the European Union's hydrogen strategy and Hungary's national energy-transition objectives.

The project, delivered by Elsewedy Electric PSP in consortium with Status KPRIA Zrt. and West Hungária Bau Kft. (WHB), is expected to cut carbon emissions by approximately **75%** compared to legacy coal-based generation, while providing grid stability to complement intermittent renewable sources. Once operational by 2028, the plant will reinforce Hungary's energy security and stand as a benchmark for sustainable energy infrastructure across Central and Eastern Europe.



Reliable Solar Cable Solutions for Diverse Renewable Energy Applications. Elsewedy Cables continued to expand its renewable-energy cable portfolio during 2025 through the supply of AD7 and AD8 photovoltaic (PV) solar cables, engineered to meet varying project and environmental conditions.

The AD8 PV cable is purpose-built for projects requiring permanent or continuous water immersion, making it suitable for floating solar PV systems and other operationally demanding environments, while the **H1Z2Z2-K AD7 PV cable**, compliant with EN 50618, was developed for applications involving temporary water immersion, and is particularly suited for rooftop and ground-mounted solar installations.

By offering specialised cable technologies tailored to different renewable applications, Elsewedy Cables continues supporting the reliability, durability, and long-term performance of solar energy infrastructure across a wide range of operating conditions.

Smart Grid Modernization and Digital Energy Infrastructure



Enhancing Smart Metering Security and Operational Performance. Symbiot introduced its 3.20 software update during 2025, delivering a range of enhancements focused on strengthening data protection, operational efficiency, usability, and system performance across smart energy infrastructure solutions. The update introduced improvements related to certified cybersecurity, streamlined workflows, and enhanced operational control designed to support more reliable and secure smart-metering systems. A major milestone of the release was the official certification issued by the **Swiss Federal Institute of Metrology (METAS-Cert)**, confirming that Symbiot 3.20 complies with stringent Swiss data-security requirements for intelligent measurement systems. The software also achieved compliance with StromVV, RL-DSP-CH, and additional national security guidelines governing smart metering and intelligent energy infrastructure.

Advancing Smart Metering and Digital Energy Infrastructure in Egypt. Iskraemeco and Iniaz for Smart Energy signed a strategic exclusivity agreement during 2025 aimed at strengthening collaboration within Egypt's smart-metering sector and supporting the country's digital transformation objectives. The partnership represents an important step toward advancing intelligent energy infrastructure and expanding the deployment of advanced smart-metering technologies designed to improve energy efficiency, operational visibility, and utility-management capabilities. Through strategic collaborations and digital-innovation initiatives, Iskraemeco continues contributing to the development of smarter, more connected, and sustainable energy systems across regional markets.



Supporting Smart Grid Modernization in Poland. Iskraemeco, in collaboration with **PPH Politech**, secured a key role during 2025 in one of Poland's largest smart-metering initiatives, led by Enea Operator, supporting the modernisation of the country's energy infrastructure. The project aims to install **3 million remote-reading smart meters** across Enea Operator's distribution network by 2030, representing a significant advancement in digital energy management and smart-grid development. During the initial rollout phase scheduled for 2025, Iskraemeco and Politech will supply **600,000 advanced smart electricity meters** equipped with modern communication technologies, including GSM and 2G/LTE CAT-M1/NB2 capabilities. The deployment supports real-time data exchange, enhanced monitoring, and improved operational control over energy-distribution systems, contributing to greater grid efficiency, reliability, and digitalisation across Poland's energy sector.

Clean Mobility and EV Infrastructure

The Group views the decarbonization of transport as one of the highest-leverage opportunities in its addressable markets, and is approaching it through a layered ecosystem combining Iskraemeco's eMobility business unit, the Plug Elsewedy Electric retail-EV-charging network, and dedicated partnerships with developers, fuel-station operators, and transportation authorities across Egypt and beyond.

Iskraemeco's eMobility Launch. As part of its broader commitment to sustainable energy access, Elsewedy Electric Group has expanded eMobility as a pioneering new business unit under Iskraemeco, dedicated to powering the future of electric mobility. The division introduces a comprehensive portfolio of AC and DC chargers tailored for both residential and public applications, with outputs ranging from 3 kW to 720 kW. By drawing on the collective strength of Elsewedy Electric Group, eMobility is uniquely positioned to deliver integrated solutions that support the rapid expansion of EV infrastructure while enhancing grid resilience, reflecting the Group's role in shaping a cleaner, smarter transportation future across communities.

Plug Elsewedy Electric - Egypt's EV Charging Backbone. Elsewedy Electric Group supports the growth of clean mobility through its dedicated EV-charging-solutions provider, Plug Elsewedy Electric. Based in Egypt, Plug delivers an end-to-end EV-charging ecosystem, encompassing advanced hardware, software-management systems, and full operational support from installation and maintenance to customer service, with a user-friendly mobile application enabling EV owners to monitor charging, locate stations, book slots, and manage payments seamlessly.

By year-end 2024, Plug had built 120+ charging points across 50+ stations, anchored by impactful partnerships with major players including Wataniya Gas Stations, Emaar Cairo Festival City, and Mercedes-Benz – Ezz El Arab. Building on this foundation, 2025 marked a step-change in network expansion, with new partnerships extending Plug's footprint across residential, commercial, retail, and tourism destinations. A strategic partnership with Morshedy Group delivered high-capacity EV charging across three major developments, One Kattameya in Cairo, Zahra on the North Coast, and North Edge within Zahra's commercial area, while a new charging station at Wataniya Station in Sharm El-Sheikh strengthened EV access in one of Egypt's most prominent tourism destinations. Plug also signed a partnership with Glide Smart Mobility during EVS Electrify Egypt 2025, accelerating the deployment of scalable, future-ready charging infrastructure across the country, and further extended its public visibility through sponsorship of the Egyptian Diplomatic Club's New Year Grand Gala Dinner 2026.



Expanding EV Charging Infrastructure Across Residential Communities.

Plug Elsewedy Electric signed a strategic partnership during 2025 with PRE Group to expand EV charging infrastructure across premium residential compounds in Egypt.

Under the agreement, Plug will install and operate smart EV chargers within Stone Residence, improving access to sustainable transportation solutions and supporting the growing adoption of electric mobility within residential communities. The partnership reinforces Egypt's EV-infrastructure ecosystem while supporting national sustainability objectives and low-carbon mobility initiatives.



Showcasing Smart Charging Solutions and Sustainable Mobility in Aswan.

Plug Elsewedy Electric participated in the Aswan Seminar organised by Elsewedy Cables during 2025, bringing together key stakeholders and industry leaders from the infrastructure and mobility sectors.

During the event, Plug delivered a specialised technical session highlighting its advanced EV charging technologies and smart-mobility solutions, focusing on the importance of reliable, efficient, and widely accessible charging infrastructure in supporting Egypt's transition toward sustainable transportation systems and greener urban mobility.

Sustainable Urban Infrastructure and Communities



Delivering Integrated Energy Solutions for Sustainable Urban Development. Elsewedy Electric Group entered into a strategic partnership during 2025 with **IL CAZAR Developments for Urban Development** to provide integrated and sustainable energy solutions across several major real-estate projects in Egypt. The collaboration includes the supply of advanced infrastructure and energy technologies, including cables, transformers, busway systems, and smart-metering solutions, designed to support efficient, reliable, and sustainable urban development. The solutions will be implemented across multiple flagship developments, including Safia, The Crest, Alvin, The Vill, Creek Town, and Glen, reinforcing the Group's role in supporting smarter and more sustainable urban-infrastructure projects in Egypt. By integrating advanced energy and digital-infrastructure solutions within large-scale residential and mixed-use developments, the partnership contributes to improving operational efficiency, reducing energy losses, and supporting greener urban environments.



Driving Smart Utility Solutions Through Strategic Collaboration with KFH Egypt. **Elsewedy Utilities and Kuwait Finance House Bank Egypt (KFH Egypt)** formed a strategic partnership during 2025 focused on supporting sustainable development and improving utility-management solutions across residential communities. Under the collaboration, Elsewedy Utilities will implement smart energy-metering solutions within residential complexes to enhance operational efficiency, improve accessibility, and support more effective utility-consumption management for residents. The initiative aims to simplify utility-management processes while promoting energy efficiency, digital infrastructure development, and smarter residential community operations aligned with broader sustainability objectives.

Delivering Smart Utility Management Solutions for Sustainable Communities. Elsewedy Utilities continued expanding its integrated facility- and utility-management services during 2025 through the provision of metering-management solutions for the Jebal Project in Ain El Sokhna. The collaboration includes operations, maintenance, and technical management services designed to support safe, efficient, and well-managed residential and mixed-use communities. The project further strengthens Elsewedy Utilities' long-term partnership with Pioneers for Real Estate Development and reflects a shared commitment to operational excellence and sustainable community management.



Supporting Egypt's High-Speed Rail Infrastructure with Advanced Cooling Solutions. Elsewedy Machinery, in partnership with Hitachi Cooling & Heating MEA and in collaboration with the **National Authority for Tunnels (NAT)**, continued supporting Egypt's transportation transformation during 2025 through the successful delivery of more than 11,000 refrigerant tons of VRF systems for the country's High-Speed Rail network (Green Line). The systems will serve 21 stations extending from Sokhna to Marsa Matrouh across approximately 660 km, providing climate control, energy efficiency, and operational reliability across critical transportation-infrastructure facilities. By delivering high energy performance and long-term operational durability, the advanced cooling systems contribute to passenger comfort and the sustainable operation of one of Egypt's most significant transportation-infrastructure projects.



Powering Saudi Arabia's Renewable Vision: Saad Solar PV Project (Elsewedy Electric T&D, Saudi Arabia)

In 2025, Elsewedy Electric T&D successfully delivered the 348 MW Saad Solar PV Project, located 85 kilometres east of Riyadh, in partnership with Jinko Power. Developed in support of Saudi Arabia's National Renewable Energy Program (NREP), the project marks Elsewedy Electric's first renewable-energy venture in the Kingdom and forms part of the Group's broader transmission and renewable portfolio across the UAE, Saudi Arabia, and Kuwait valued at more than USD 1 billion. By adding large-scale solar generation to the national grid, the plant displaces fossil-fuel-based electricity and is expected to avoid over tonnes of CO₂ emissions annually, directly advancing Saudi Arabia's clean-energy transition and Vision 2030 decarbonization objectives. Beyond its environmental impact, the project reinforces Elsewedy Electric's engineering credibility and delivery excellence in the Gulf's fast-growing utility-scale renewable market, positioning the Group as a trusted partner for the region's energy transition.



MANAGING RESOURCES RESPONSIBLY

Environmental Management	
Protecting Ecosystems and Biodiversity	
Circular Economy	
Environmentally Responsible Sourcing	
Sustainable Manufacturing	

Managing Resources Responsibly

Responsible resource management is one of the foundations of Elsewedy Electric's sustainability agenda.

Across its operations, the Group works to use natural resources as efficiently as possible, keep waste to a minimum, and design out linear "take-make-dispose" patterns in favour of circular ones.

Investing in efficient processes and innovative technologies allows the Group to lower the environmental footprint of what it makes while safeguarding the resource base its business depends on over the long term.

For Elsewedy Electric, managing resources responsibly is therefore not only an environmental obligation but a way of building lasting value, for the Group, for its customers, and for the communities around its operations.



2025 Key Highlights

Adopting the TNFD Framework



Elsewedy Electric is working towards aligning with the recommendations of the TNFD framework in the upcoming year

B Score in CDP's Water Security Questionnaire



Same score as 2024 disclosure cycle and up from C in 2023 disclosure cycle

35 Environmental Product Declarations Published to date



1,600 to 2,000 products by year-end 2025

35% Reduction in Operational Energy Intensity



Across Elsewedy Electric's manufacturing facilities in 2025 compared to 2023

Environmental Management

Group Commitment

Environmental responsibility is not a peripheral consideration at Elsewedy Electric Group, it is a structural feature of how the Group operates. With manufacturing facilities, E&C sites, and infrastructure investments spread across markets that differ significantly in ecological sensitivity, regulatory maturity, and resource availability, the Group has built an environmental management architecture that is simultaneously Group-wide in its standards and locally responsive in its application. The same baseline expectations, derived from international frameworks, the Group's own policies, and the realities of each host community, apply at every facility, while implementation is calibrated to the specific environmental context in which each subsidiary operates.

This dual orientation reflects the Group's broader ambition: to maintain a constructive relationship between its operations, the communities surrounding them, and the natural systems on which both depend. The architecture is anchored in a comprehensive suite of environmental, social, and human-rights policies developed in alignment with international standards and Good International Industry Practice (GIIP), and is operationalised through a dedicated Group ESG team that supports every business line in translating commitments into measurable progress, monitoring performance, and surfacing opportunities for improvement across the Group's global footprint.



Strategic Environmental Targets

Through its 2020–2030 Sustainability Strategy, Elsewedy Electric Group has anchored its environmental management ambition in a set of measurable long-term targets covering resource efficiency, climate action, circular economy, ecosystem protection, and product stewardship.

These include the commitment to source 40% of energy consumption from renewable energy by 2030, reduce energy consumption intensity by 20% and water withdrawals intensity by 40% by 2030, double investments in renewable energy, climate action, and water projects compared to 2020 by 2030, achieve Virtual Zero Waste to Landfill across all manufacturing facilities and 75% landfill diversion across construction sites annually, eliminate single-use plastics from 100% of packaging by 2030, ensure that 90 to 100% of sourced materials are renewable, recycled, or recyclable by 2030, and develop Environmental Product Declarations or Green Labels for 100% of products by 2030.

Operational Management Plans

These commitments are operationalised at facility level through six dedicated Operational Management Plans (OMPs) under the Group's ESMS framework: the OMP GHG Risks and Reporting (ESMS A13-1); the OMP Waste Management (ESMS A13-2); the OMP Ambient Air Quality and Source Emissions (ESMS A13-3); the OMP Water Management (ESMS A13-4); the OMP Wastewater Management (ESMS A13-5); and the OMP Soil and Ground Contamination (ESMS A13-6).

Each OMP defines specific monitoring, mitigation, and reporting protocols applied across all manufacturing facilities, construction sites, and project locations operating under the Group's management control.

The Group’s Key Environmental Policies

Elsewedy Electric Group's environmental policy architecture is designed to do two things at once: to prevent environmental harm wherever the Group operates, and to unlock environmental opportunity through the products and solutions it brings to market.

Built to satisfy both regulatory obligations and the Group's own voluntary commitments, the architecture is organised around twelve operational domains, each translating high-level commitment into the standards, procedures, and decision criteria that govern day-to-day operations



International Standards



The Group aligns its environmental management practices with leading international standards, including ISO 14001 (Environmental Management), **ISO 50001 (Energy Management)**, **ISO 14064 (GHG Accounting)**, and **ISO 14001:2015**, providing an independently benchmarked foundation for environmental performance across every facility.

Resource Efficiency



Effective energy and water management is anchored in the Group's **Environmental Policy** and **Water Policy**, addressing the parallel pressures of energy security, water scarcity, and material throughput, and translating them into measurable intensity-reduction targets across the manufacturing footprint.

Operational Environmental Footprint



The Group works to minimise the everyday environmental impact of its facilities through structured waste management, emissions controls, and the prevention of soil, water, and air pollution at source, supported by the six OMPs and embedded into facility-level operating procedures.

Organizational Carbon Footprint & Climate Change



Under the Group Climate Policy, Elsewedy Electric advances a decarbonization roadmap built around energy efficiency, electrification, on-site renewable generation, and supply-chain engagement, while developing climate-resilient infrastructure, industries, and energy systems aligned with the net-zero by 2050 pathway.

Systematic Environmental and Social Risk Assessments and Environmental and Social Impact Assessments



For every new project, acquisition, or greenfield development, the Group conducts formal **Environmental and Social Impact Assessments (ESIAs)** before investment decisions are taken, and applies periodic risk assessments and audits across existing operations, ensuring that potential environmental and social impacts are identified, quantified, and mitigated through the project lifecycle.

Biodiversity



The Group commits to **Net-Zero Biodiversity Loss by 2030** and **no deforestation**.

Biodiversity considerations are integrated into due-diligence procedures for new investments, with ecosystem services protected through eco-design, footprint-reduction targets, partnerships with local NGOs, and employee-awareness initiatives across the markets in which the Group operates.

Circular Economy



Circularity is operationalised by increasing the recycled content of raw materials, tracking and reducing waste generation, and expanding reuse, recycling, and recovery loops, supporting the Group's targets of 90–100% renewable/recycled/recyclable content and Virtual Zero Waste to Landfill by 2030.

Product Environmental Footprint



The Group is reducing the environmental impact of its products across their full lifecycle, from sustainable design and responsible material sourcing through to eco-efficient manufacturing and end-of-life treatment, with 35 third-party verified EPDs released by year-end 2025 covering between 1,600 and 2,000 products.

Monitoring & Reporting

Environmental performance is transparently reported to investors, customers, employees, regulators, and host communities, through this annual Sustainability Report, the Group's Carbon Footprint Report, CDP submissions, EcoVadis, S&P CSA, and other recognized sustainability frameworks.

Awareness

Building an environmentally conscious culture is treated as a core enabler of every other commitment. Through structured awareness campaigns, training programmes, and engagement initiatives, the Group equips its nearly 19,000 employees to embed sustainability into their daily decisions and operations.

Sustainable Value Chain

Environmental and social standards extend beyond the Group's direct operations and into the value chain through the Third-Party Code of Business Conduct, the ESG Supplier Assessment Questionnaire, and structured green-procurement criteria, with primary suppliers, contractors, and partners engaged in advancing environmental performance across the upstream and downstream tiers.

Compliance

The Group operates on the basis of full compliance with all applicable environmental laws and voluntary commitments, with any case of non-conformance addressed promptly through corrective action plans, reflecting a zero-tolerance approach to environmental infractions and a continuous-improvement orientation toward regulatory engagement.

International Standard Compliance

The Group's manufacturing facilities operate under ISO 14001:2015, the international standard for environmental management systems, providing externally verified assurance that environmental risks are identified, managed, and continuously reduced through structured operating procedures. The certification reflects more than compliance: it institutionalises the discipline of environmental management at the facility level and enables the Group to benchmark its performance against globally recognized practice.

86%

Of Elsewedy Electric Groups manufacturing facilities certified to ISO 14001:2015

For more information about our certifications, please refer to the [Annex](#).

Maturing Environmental Management at Cable Accessories (Egypt & KSA)

Throughout 2025, the Environmental & Sustainability Department at Elsewedy Electric Cable Accessories moved its environmental management function from baseline compliance toward a fully embedded ISO 14001:2015-aligned operating model, through a structured **21-initiative programme** spanning the Egypt and KSA operations.

The foundational work focused on building the analytical infrastructure of the EMS.

Environmental registers covering more than 200 aspects and impacts were established across all 18 departments, production, maintenance, administration, logistics, laboratories, and supporting functions, fully mapped to ISO 14001:2015, SDGs 12 and 13, and the relevant Egyptian environmental regulations. Each aspect was scored for significance, with control measures documented and integrated into operating procedures.

A full Environmental Impact Assessment was completed at the SEDCO facility, and a parallel EIA for the new **E5 factory advanced to 92% completion during the reporting year**, with formal submission to the Egyptian Environmental Affairs Agency (EEAA) planned for Q2 2026. In parallel, a fully digitised EMS was rolled out, featuring standardised templates, a centralised records repository, and digitised REACH, RoHS, and COSHH supplier declarations, reducing audit-documentation time by approximately 60%.

Employee engagement was scaled across the workforce, with three **blue-collar environmental training sessions reaching 580 production workers at 100% departmental coverage**, and structured awareness campaigns reinforcing day-to-day environmental discipline on the shop floor.

These efforts were externally recognized through the **World Environment Day 2025 Recognition Award**, and the foundations laid in 2025 supported a Corporate Audit score of 99/100 in the subsequent audit cycle, zero non-conformities, with lead auditors commending the department for documentation maturity, traceability of waste records, and proactive EMS implementation. Looking ahead, the programme will continue scaling through partnerships with Big Scrappers (hazardous-waste recycling) and Dawarha (plastic-waste recycling and rewards), the formal E5 EIA submission, and the longer-term pursuit of **Green Factory Certification**.



Protecting Ecosystems and Biodiversity Conservation

Context

Biodiversity loss has emerged as one of the defining systemic risks of this decade, accelerating alongside climate change and driven by intensifying resource consumption, land conversion, pollution, and the over-exploitation of natural ecosystems. According to the World Economic Forum, global resource extraction has more than tripled over the past fifty years and is projected to continue rising. The ecological consequences, accelerated species extinction, freshwater and marine pollution, soil degradation, and the disruption of vital ecosystems, translate directly into economic, operational, and financial risk for any business whose value chain depends on the integrity of natural systems.

The corporate response to this crisis is now codified in a clear regulatory and disclosure architecture. Following COP15 in 2022, the Kunming-Montreal Global Biodiversity Framework (GBF) set a global objective to halt and reverse biodiversity decline by 2030, with Target 15 introducing specific expectations that large companies and financial institutions disclose their nature-related risks, impacts, and dependencies. In parallel, the Taskforce on Nature-related Financial Disclosures (TNFD), established in late 2023, published the framework through which businesses are expected to operationalise these disclosures. This 2025 Sustainability Report marks Elsewedy Electric Group's first step in adopting the TNFD framework, supported by structured action on biodiversity governance, policy, due diligence, and verified disclosure.

Risks, Impacts, and Opportunities

The Group's biodiversity impacts arise through two principal pathways: directly, through the development of greenfield manufacturing facilities, industrial cities, E&C projects, and renewable-energy installations; and indirectly, through carbon emissions and upstream supply-chain dependencies. The processing of metals and polymers, copper, aluminium, steel, plastics, represents a particularly material indirect exposure, affecting both water-related and terrestrial ecosystem services in the regions where these raw materials are extracted and refined. Understanding these impacts and dependencies is essential to anticipating the physical, regulatory, and reputational risks that may otherwise translate into longer-term operational and financial consequences for the business.

Equally, the Group recognises that preventive measures alone are not sufficient amid an accelerating biodiversity crisis. Restoring and replenishing nature, through nature-based solutions, ecosystem-sensitive design, and community-led conservation partnerships, must operate in parallel with impact reduction. The Group's biodiversity ambition is aligned with leading international initiatives, including the Convention on Biological Diversity (CBD), the Nature Needs Half initiative, and the work of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES).



Our Management Approach

Elsewedy Electric Group applies a precautionary approach to biodiversity management across all its operations, irrespective of their proximity to designated protected areas. As part of its 2025 disclosure cycle, the Group has formally assessed its operational footprint against the principal categories of biodiversity-sensitive locations and confirmed, as disclosed in its 2025 CDP submission, that none of the Group's facilities or activities are located in or near legally protected areas, UNESCO World Heritage sites, UNESCO Man and the Biosphere Reserves, Ramsar sites, Key Biodiversity Areas, or other areas of recognized biodiversity importance. While this finding meaningfully reduces the Group's direct exposure to highly sensitive ecosystems, it does not relieve the responsibility to integrate biodiversity considerations into every new development, acquisition, and project, particularly given the Group's indirect supply-chain exposures and its commitment to nature-positive operations.

This commitment is operationalised through the Group Biodiversity Policy, Environmental and Social Due Diligence (ESDD) procedures, and Land Acquisition Operational Procedures, all integral components of the Group's ESMS. These policies and procedures are applied consistently across subsidiaries, geographies, and lines of business, including manufacturing facilities, offices, E&C sites, construction projects, and infrastructure investments, and extend beyond direct operations into the supply chain, where biodiversity considerations are incorporated into supplier due diligence and procurement practice.

Governance of biodiversity sits within the broader sustainability governance architecture described in Section 1. The CEO holds Board-delegated responsibility for sustainability oversight, including biodiversity, with the Chief Sustainability Officer (CSO) directing implementation across the Group. ESG data, including biodiversity-related data, is collected through sustainability focal points embedded within each relevant department of the subsidiaries, who report periodically to the CSO. The Board of Directors is engaged on biodiversity-related risks and decisions as part of its broader oversight of sustainability performance and disruptive ESG risks.



Planet & Resources



Protecting Ecosystems and Biodiversity Conservation

Our 2023 commitment

Develop, adopt and implement a formalized process for identification, assessment, and management of risks and impacts on biodiversity and ecosystem services

Biodiversity risk identification, assessment, and management process formalized under the Group Biodiversity Policy and ESMS framework.

2030 Target

100%

2025 Performance

100%



Integrating Biodiversity into Operational Thinking

The Group Biodiversity Policy sets the foundation for how nature conservation is integrated across the Group.

It articulates the commitment to preserving ecosystems while aligning with the Group's broader environmental and sustainability goals and is reinforced by a complementary framework of environmental procedures that together support risk assessment, responsible land use, and ecosystem-sensitive design.

Together, these instruments shape how the Group plans, operates, and evaluates the environmental impact of its activities, embedding biodiversity considerations from project inception through to the end of asset life.



Relevant Policies, Procedures, and Certifications

Group Biodiversity Policy

Group Environmental Policy

Esewedey Electric Land Acquisition Procedures

ESMS – Environmental OMPs

ISO 14001

Key Pillars of Our Biodiversity Approach

Prevent harm and restore ecosystems by systematically managing biodiversity risks across every project stage.

Protect & restore



Eco Design



Lower the Group's biodiversity footprint through resource efficiency, circular product design, and waste minimisation.

Set measurable, science-aligned goals to reduce the biodiversity footprint, including through nature-based solutions.



Targets



Partnerships

Lower the Group's biodiversity footprint through resource efficiency, circular product design, and waste minimisation.

2025 Progress on Biodiversity Governance

Throughout 2025, the Group continued advancing biodiversity governance and integration in line with its 2020–2030 Sustainability Strategy commitments of Net-Zero Biodiversity Loss by 2030 and No Deforestation. The 2023 strategic target, to develop, adopt, and implement a formalised process for the identification, assessment, and management of biodiversity and ecosystem-services risks, has been fulfilled through the Group's ESMS framework, specifically through the Group Biodiversity Policy (ESMS A2-1), the Land Acquisition Operational Procedures (ESMS D3), and the integration of biodiversity criteria into the Due Diligence Procedure (ESMS D1) governing all new investments, greenfield developments, and renewable-energy projects. The framework is complemented by the Cultural Heritage Policy (ESMS A2-19), the Indigenous People Policy (ESMS A2-16), and the Resettlement and Livelihood Restoration Policy (ESMS A2-17), ensuring that natural-ecosystem considerations are addressed alongside the social, cultural, and human dimensions of biodiversity protection. During 2025, the Group continued refining its approach to residual impact mitigation, strengthening collaboration with local communities, and laying the groundwork for further alignment with internationally recognized frameworks, including the CBD, the Nature Needs Half initiative, and IPBES.

Biodiversity in Action - Community-Led Conservation in 2025

Across the Group's operating sites, biodiversity-conscious practices continued to be embedded into day-to-day operations during 2025. At Iskraemeco Slovenia, as part of the subsidiary's 80th anniversary, an employee-volunteer initiative carried out in partnership with the City of Kranj planted eight ginkgo trees near the Faculty of Organisational Sciences, a community-driven contribution to urban environmental improvement, expected to absorb approximately 12 tonnes of CO₂ over the lifetime of the trees. At the Group's Cable Accessories operations in Egypt, a formal Earth Day event organised in partnership with the Egyptian Environmental Affairs Agency and Cairo Runners included the planting of 50 native saplings alongside community awareness activities and a zero-waste event format. These initiatives reflect the Group's view of biodiversity protection as a partnership-driven, community-rooted practice rather than a standalone corporate activity.



Biodiversity in Our Enterprise Risk Management Framework

As part of reinforcing long-term environmental resilience, Elsewedy Electric Group is embedding nature-related risk assessments into its Enterprise Risk Management (ERM) system over the coming two years. This strategic step will enable the Group to identify, evaluate, and address biodiversity- and ecosystem-related risks more systematically across operations, supply chain, and project lifecycles, ensuring these considerations are fully integrated into business decision-making at every level, alongside the financial, operational, regulatory, and climate-related risks the ERM framework already addresses.

Starting to Adopt the TNFD Framework

The publication of this 2025 Sustainability Report marks Elsewedy Electric Group's first concrete step in adopting the Taskforce on Nature-related Financial Disclosures (TNFD) framework. The decision to begin reporting in alignment with TNFD reflects the Group's recognition that nature-related risks, impacts, and dependencies require the same disclosure rigour, governance discipline, and strategic integration that the Group already applies to climate.

The Group's initial TNFD adoption in 2025 is anchored in four concrete actions, broadly aligned with the TNFD's LEAP approach (Locate, Evaluate, Assess, Prepare):



The Group's initial TNFD adoption in 2025 is anchored in four concrete actions, broadly aligned with the TNFD's LEAP approach (Locate, Evaluate, Assess, Prepare):

Locate Formally assessed the Group's operational footprint against the principal categories of biodiversity-sensitive locations, confirming zero facilities in or near legally protected areas, UNESCO World Heritage or Biosphere sites, Ramsar sites, Key Biodiversity Areas, or other recognized biodiversity-important areas, disclosed in the 2025 CDP submission.	Evaluate Embedded biodiversity considerations into the Group's ESMS, due diligence, and land acquisition procedures, ensuring evaluation of nature-related impacts at the project investment stage
Assess Submitted biodiversity-related data for third-party assurance alongside climate, water, and plastics data, providing externally verified ESG disclosure across all four categories in the 2025 CDP cycle.	Prepare Confirmed a structured plan to develop and implement biodiversity performance indicators within the next two years, supporting the transition from baseline disclosure to indicator-led monitoring of biodiversity performance.

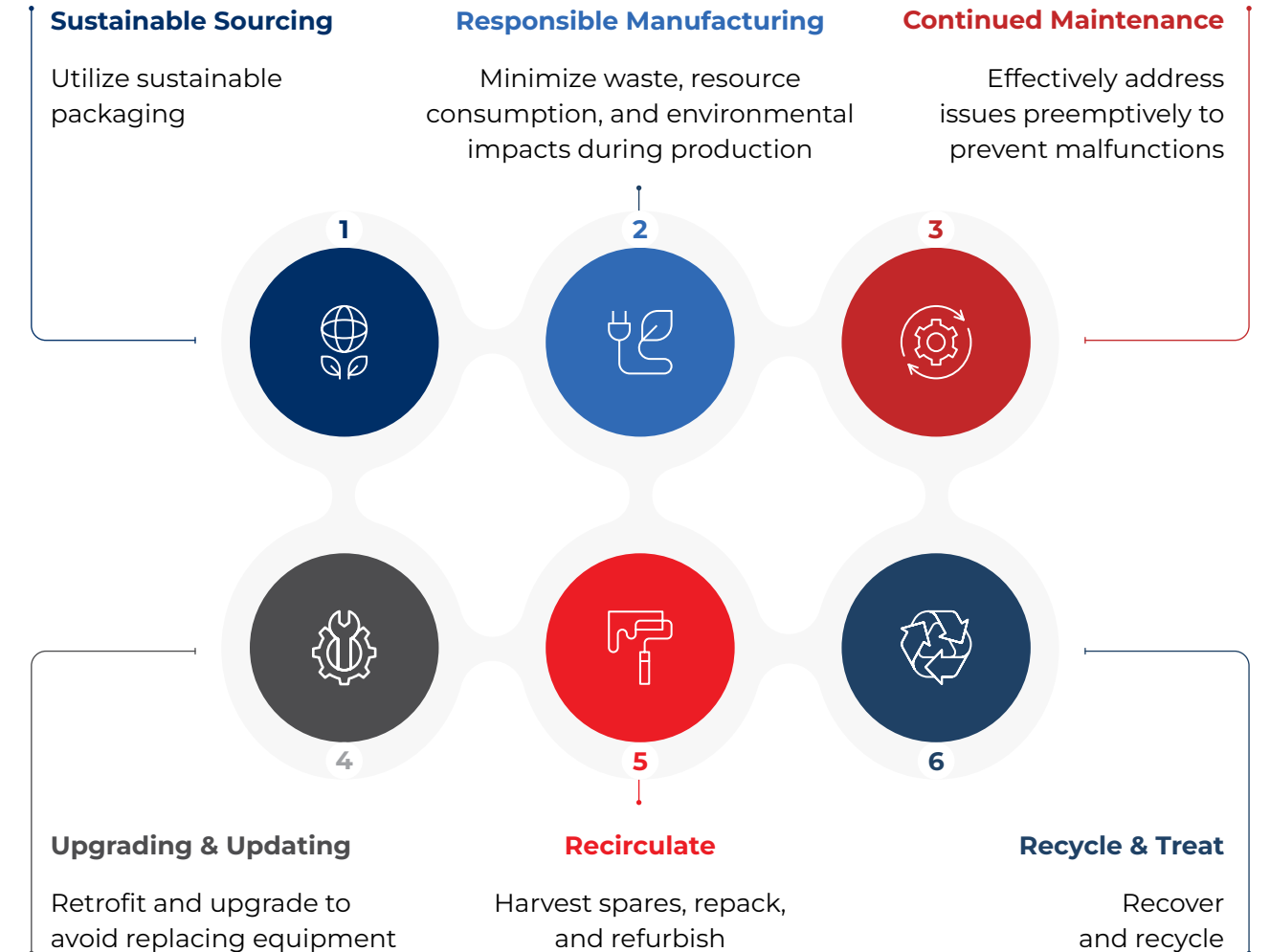
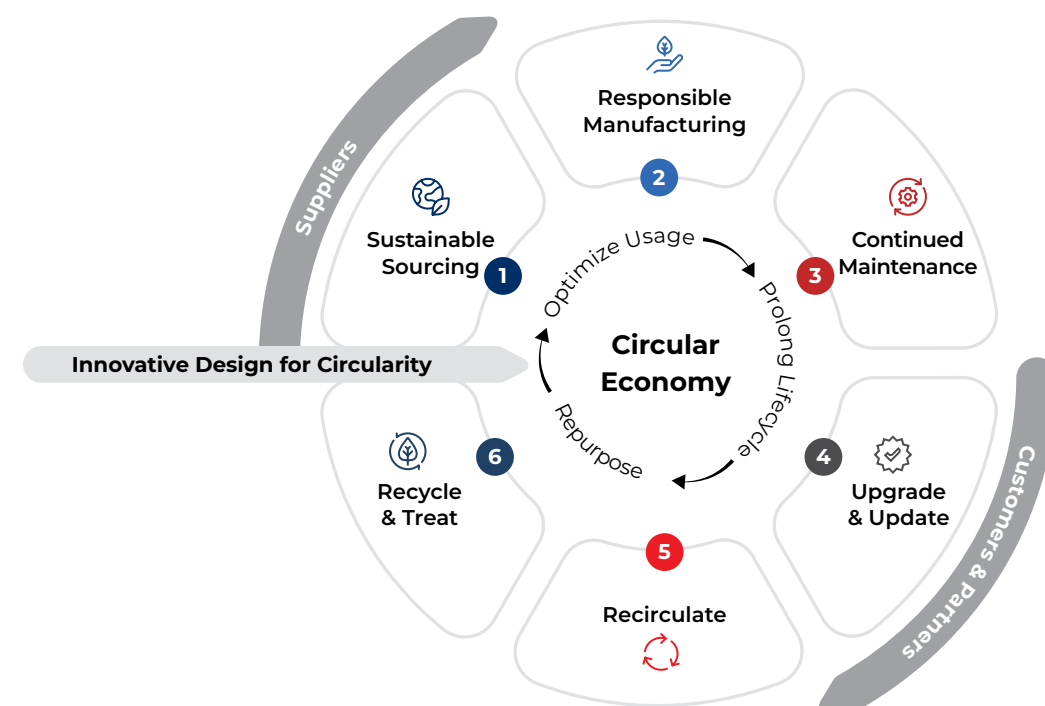
As the Group's biodiversity indicators mature in the coming reporting cycles, disclosures will continue to expand in alignment with TNFD's full set of recommendations, strengthening the transparency, consistency, and relevance of nature-related disclosure, and reinforcing Elsewedy Electric Group's contribution to the global effort to value, protect, and restore biodiversity in business contexts.

Circular Economy and Product Stewardship

Context

The linear economy that has shaped industrial development for over a century, extract, manufacture, consume, dispose, is structurally incompatible with planetary limits. According to the Circularity Gap Report, only 7.3% of materials globally are cycled back into the economy after first use, leaving the overwhelming majority lost to landfill, incineration, or low-value down-cycling, even as raw-material demand continues to climb. For an industrial Group whose products depend on copper, aluminium, polymers, steel, wood, and other finite resources, the case for circular operating models is not abstract: it is a question of long-term competitiveness, regulatory readiness, and resource resilience.

Elsewedy Electric Group views circular economy as a core lever of its sustainability strategy and its industrial future. By designing products for longevity, maximising resource efficiency in production, and pursuing structured reuse and recycling across the value chain, the Group helps lower environmental impact while preserving the natural-capital base on which its operations depend. Equally importantly, engaging in the circular economy enables the Group to comply with tightening environmental regulations, including the EU Carbon Border Adjustment Mechanism (CBAM) and product-level circularity requirements, and to meet the growing customer demand for sustainable manufacturing practices, ultimately contributing to a more resilient and resource-secure economy.



Risks, Impacts, and Opportunities

Circular economy practices address resource scarcity by promoting materials reuse, recycling, and value recovery, directly reducing the Group's reliance on virgin natural resources. Elsewedy Electric Group's circular focus extends across the full product life cycle: starting with recycled content in raw materials, advancing into recyclability-by-design at the product-development stage, redesigning packaging materials, and ending with end-of-life options where zero-waste-to-landfill has become a strategic target. By embracing these principles, the Group reduces the risk of sourcing new raw materials, the global-warming potential of its products, and the broader environmental footprint of its operations, while building stronger relationships with customers who increasingly require evidence of circular performance.

These circular actions also have indirect biodiversity benefits, by reducing the demand on land otherwise used for resource extraction or waste disposal. As the Group scales circular practices internally, it positions itself to assist other industries in adopting the same disciplines, extending the impact from a single closed-loop within Elsewedy Electric to a wider closed-loop supply-chain ecosystem across the markets in which the Group operates.

Our Management Approach

The Group's circular philosophy rests on a deceptively simple principle: maximise the value extracted from every input, minimise everything that leaves the gates as waste. In a world that has yet to internalise the true cost of resource depletion, the Group commits to operating as if it has: designing products that allow nature to recover and replenish and treating end-of-life materials not as waste but as the inputs of the next production cycle. The implementation of ISO 14001:2015 across the Group's manufacturing facilities provides the structural discipline through which waste production is systematically evaluated and environmentally safe disposal is ensured.

The Group's circular economy ambition is anchored in concrete 2030 commitments under the 2020–2030 Sustainability Strategy: 100% of packaging free from single-use plastics by 2030; between 90 and 100% of sourced materials being renewable, recycled, or recyclable by 2030; 100% green office buildings by 2030; and the achievement and maintenance of Virtual Zero Waste to Landfill across all manufacturing facilities, with 75% diversion from landfill across all construction sites annually. These targets are reinforced by the broader Product Design and Life Cycle Assessment commitment of developing Environmental Product Declarations or Green Labels for 100% of products by 2030 and allocating 1% of revenues toward R&D in low-carbon products and technologies by the same horizon.

Circular economy practices are operationalised through the Group Environmental Policy (ESMS A2-2) and the OMP Waste Management (ESMS A13-2), with implementation tailored to each subsidiary's product portfolio, production technology, and waste streams. During 2025, the Group continued expanding circular practices across multiple business lines, from cable-drum redesign and modular meter recyclability to plastic-free workplaces and the rollout of digital environmental-management systems.

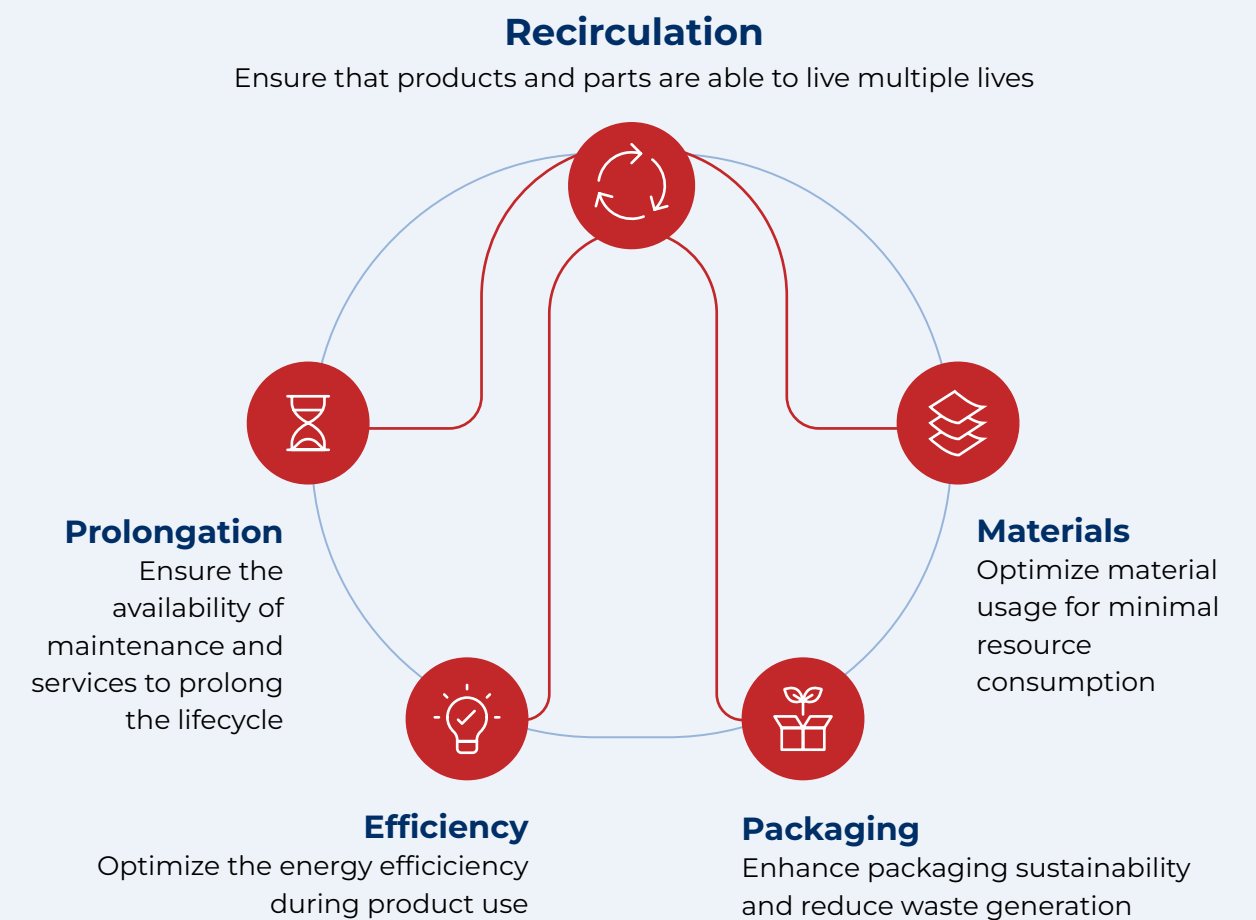


Designing Products for Circularity

At Elsewedy Electric Group, circularity is a founding consideration in product development, not a retrofit. Product-design processes are continuously evolving to prioritise durability, ease of maintenance, modular disassembly, and the efficient use of resources, extending the useful life of products, reducing dependency on finite raw materials, and ensuring that materials recovered at end of life can re-enter the supply chain at high value.

R&D teams across the Group advance solutions that support material recirculation and improve overall product resilience, anchored in the five principles of sustainable design: Materials, Packaging, Efficiency, Prolongation, and Recirculation.

Principles for Sustainable Design



Iskraemeco Slovenia Designing for Circularity Through "One Planet Design"

Iskraemeco Slovenia integrates circular economy thinking into the entire lifecycle of its electricity meters, guided by the company's "**One Planet Design**" principle, a doctrine codified in its internal Guidelines for **Waste Electricity Meters Treatment (N.E.21.09)**, which limit the type and mass of materials used and progressively introduce recycled content into new product generations. Although Iskraemeco's electricity meters fall outside the formal scope of the **EU WEEE Directive**, the subsidiary voluntarily applies the Directive's principles of separate collection, selective treatment, and material recovery, treating end-of-life meters not as waste, but as a source of secondary raw materials.

The result is a modular meter platform engineered for **end-of-life recovery at approximately 95%**. Critical design choices that enable this include clip-based assembly instead of screws, which allows rapid disassembly using only basic manual tools; plastic parts marked by material type to ease separation; and the deliberate dismantling of valuable or hazardous components, printed circuit boards, electrolyte capacitors, and lithium batteries, for dedicated downstream treatment. Electricity meters typically remain in service for 15 to 20 years, after which materials are returned to the secondary raw-materials market through copper smelters, precious-metal refining, and certified plastics recycling streams.

Circularity also extends into Iskraemeco's logistics: distribution and warehousing are anchored in the **EPAL reusable pallet system**, enabling global pallet exchange and avoiding single-use packaging across the supply chain. Cardboard and plastic packaging are collected and recycled, while wooden pallets re-enter the EPAL pool after each use. To verify recyclability in practice, and to identify further design improvements, Iskraemeco hosts regular workshops directly with recycling companies in partnership with its customers, closing the feedback loop between product design and real-world recovery performance.

During 2025, Iskraemeco's broader waste-management framework continued delivering strong outcomes: an **overall waste-recycling rate of approximately 90%** across operations, a **reduction of packaging materials** specifically tailored for the German market, and the **publication of Environmental Product Declarations covering the IE.x meter platform**. By designing products for circularity from the outset, and by treating the transition from waste to resource recovery as a strategic priority rather than a compliance requirement, Iskraemeco exemplifies how product stewardship can be embedded into both engineering and commercial decisions across the Group.

Operationalizing Circularity Across the Group

Beyond product design, the Group's manufacturing facilities continue to advance practical circular initiatives at the operational level, converting waste streams into resource recovery opportunities and progressively eliminating low-value materials from production processes.

Scrap Reduction and Materials Recovery at Elsewedy Electric Pakistan

In 2025, Elsewedy Electric Pakistan advanced a structured "**Scrap Saving**" programme designed to reduce waste at source and recover value from materials previously destined for disposal. Through the application of CNC technology, the subsidiary achieved **100% wooden-sheet utilisation in its Laminated Wood Recycling** initiative, repurposing wood parts into items manufactured free of cost, and **diverted 50% of its wooden** reels from disposal by repurposing them into internal shelving and storage. The subsidiary invested approximately **PKR 4 million** in the installation of a dedicated CNC wood-cutting machine to drive further scrap reduction.

In parallel, a **Green Procurement programme** initiated during 2025 delivered an approximately **35% reduction in transportation-related emissions** through logistics optimisation (consolidation into 3 tanks per lorry), and environmental monitoring was implemented to provide 100% process coverage and visibility in sustainability reporting. The facility processed **800 tonnes of copper** in 2025 for transformer manufacturing, with a share of reclaimed and recycled content embedded into the input mix, a tangible example of the circular economy progressing within the Group's transformer manufacturing footprint.

Advancing Sustainable Cable Compounds at Elsewedy Polymers

During 2025, **Elsewedy Polymers** introduced **new Halogen-Free Flame Retardant (HFFR)** and **Cross-Linked Polyethylene (XLPE)** production lines with **combined annual capacities of 15,000 tonnes**, providing the cable industry with advanced compounds engineered to meet the highest international standards for fire resistance and durability, while supporting safer and more sustainable cable solutions across the Group's value chain. In parallel, **masterbatch production capacity was expanded from 28,800 to 45,000 tonnes** (a **56% increase**), introducing cutting-edge technology that further optimises material formulation across white, black, additive, and colour masterbatch lines. A new **Fiberglass Poles production facility** was also commissioned in Saudi Arabia, supporting durable, eco-friendly infrastructure solutions aligned with Saudi Vision 2030's local content and sustainability objectives.

Circular Cable Drums at Elsewedy Cables

As part of the Group's ongoing pursuit of more sustainable product solutions, **Elsewedy Cables** continues to advance the integration of recycled materials into its packaging operations. A key focus area has been the **cable-drum redesign initiative**, which targets the use of **100% recycled wood**.

As of the **2024 baseline year, 30% of the wooden cable drums** and 18% of the steel cable drums used by Elsewedy Cables were fully recycled after use, supporting a closed-loop approach to packaging.

Throughout 2025, the initiative continued advancing through expanded recycled-content sourcing and the integration of additional product categories into the redesign framework, laying the groundwork for broader adoption across the Group's cable operations and aligning manufacturing practices with circular-economy principles at scale.

Eliminating Single-Use Plastics from Operations

In 2025, the Group's Cable Accessories Environmental and Sustainability Department rolled out a plastic-free workplace initiative across operations in Egypt and Saudi Arabia, distributing **1,225 personalised reusable flasks to 100% of the workforce**. The initiative replaced single-use paper cups and disposable bottles across all production zones, offices, cafeterias, and common areas, **avoiding more than 40,000 single-use plastic items in the first year of implementation**.

The programme was complemented by a three-bin waste segregation system (biodegradable, paper, and dry recyclables) and a bilingual Arabic-English awareness campaign reinforcing the broader shift toward circular workplace practices.

The initiative was externally recognized through the World Environment Day 2025 Recognition Award and reflects the Group's commitment to translating the 2030 strategy target of 100% single-use plastic-free packaging into measurable, workplace-level practice.



Advancing Product Transparency: Our EPD Journey to 2030

The Group continues to advance toward full environmental transparency across its product portfolio through the systematic development and publication of Environmental Product Declarations (EPDs) standardized, third-party verified documents that disclose the environmental performance of products based on comprehensive Life Cycle Assessments (LCAs). EPDs serve as credible, comparable, and science-based tools for communicating product-level environmental impacts, enabling customers, partners, and end users to make informed, low-carbon choices. By integrating LCAs into product development and disclosure processes, Elsewedy Electric Group supports more responsible design, sourcing, production, and end-of-life decision-making across its value chain.

During the reporting year, the Group added a new dimension to its environmental declaration program by prioritizing raw material input optimization across its supply chain and core manufacturing processes. These efforts focused on improving resource efficiency, reducing environmental impacts, and strengthening the environmental performance of products, thereby enhancing the quality and accuracy of environmental declarations. In parallel, previously published EPDs underwent reverification to reflect the improvements achieved through supply chain optimization and manufacturing process enhancements, ensuring that the declarations remain accurate, up to date, and representative of the products' latest environmental performance.

By the end of 2025, the Group had published 35 third-party verified EPDs on the EPD Hub platform, covering key product categories including cables, transformers, polymers, and complementary electrical products. The Group is targeting an additional 50–70 EPDs by end of 2026, which will extend coverage to approximately 1,400–2,100 products across its core portfolio. This marks solid progress toward the Group's 2030 target of achieving EPDs or equivalent environmental labels for 100% of its product portfolio.

In parallel, the Group continues to enhance the scope of its LCAs by expanding coverage from cradle-to-gate plus end-of-life to include the use stage, which is particularly significant for electrical products, where operational energy consumption often represents the largest share of lifecycle emissions. This transition will be reflected in future EPD publications in alignment with EN 15804 and ISO 21930 standards.



Planet & Resources



Circular Economy

Our 2030 Commitment

Achieve and maintain a Virtual Zero Waste to Landfill across all manufacturing facilities and 75% diversion from landfill across all construction sites annually

A zero-waste-to-landfill management system has been developed, adopted and implemented in several factories and shall be expanded across all factories in upcoming years. In 2025, Elsewedy Electric's operational manufacturing facilities successfully achieved a 90% diversion rate for non-hazardous waste.

2030 Target

100% diversion rate

2025 Performance

90%

0%

construction sites

Our EPD Journey: From First Steps to Full Portfolio Transparency by 2030



Environmentally Responsible Sourcing

Context

As natural resources come under increasing pressure and quality standards continue to evolve across the markets in which Elsewedy Electric Group operates, the Group has placed the development of an ethical and resilient supply chain at the heart of its sustainability agenda. The materials we source, from extraction and refining through processing, manufacturing, and final delivery, carry considerable greenhouse gas emissions and a sizeable environmental footprint, particularly for energy-intensive inputs such as copper, steel, and aluminum.

The sustainability performance of our sources and suppliers is therefore inseparable from our own. With the global shift toward electrification accelerating, demand for raw materials such as copper continues to rise exponentially, given its central role as a fundamental component in electric vehicle charging stations, large-scale energy storage systems, smart grids, and the broader infrastructure underpinning the future energy system.

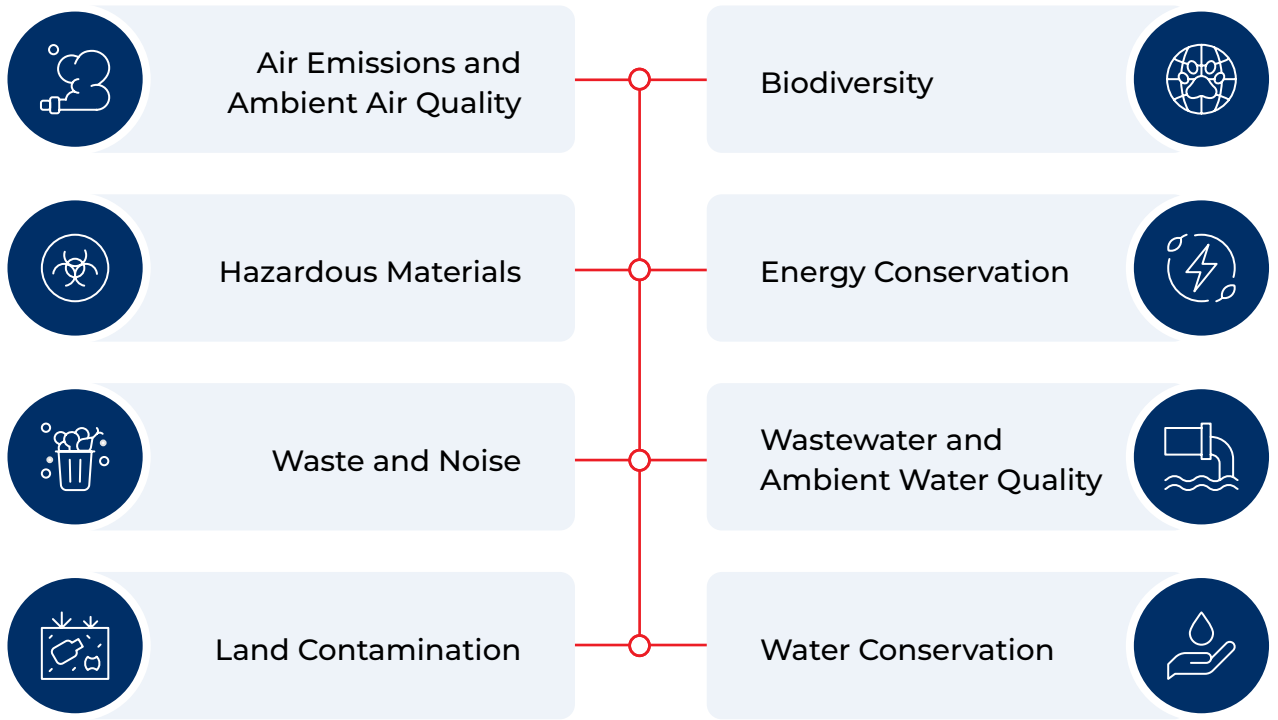
Risks, Impacts, and Opportunities

Shifting global economic patterns, rising consumption pressures, and uneven access to critical resources create the conditions for resource shortages that can disrupt operations across the Group's value chain. Such constraints, driven by escalating demand and the irreversible nature of certain extractive activities, can lead to business interruptions, cost volatility in the short and long term, and significant disruptions to upstream supply continuity.

The mining of copper and other base metals is also associated with substantial greenhouse gas emissions due to its energy-intensive nature, alongside material risks linked to biodiversity loss, ecosystem degradation, and localized pollution. Recognizing these dynamics, Elsewedy Electric Group views environmentally responsible sourcing not only as a risk-mitigation lever but as a strategic opportunity to strengthen resilience, drive innovation in lower-impact materials, and contribute to a more circular and climate-aligned industrial economy.

Our Management Approach

Elsewedy Electric Group systematically evaluates and assesses its suppliers against environmental management practices and the potential environmental impact of their operations, ensuring full alignment with the Group's overarching sustainability commitments. The foundation for sustainable sourcing is embedded in our third-party Code of Conduct, which sets clear expectations for responsible environmental management across the supplier base. We expect our partners to actively implement measures and controls that prevent, mitigate, and reduce their negative environmental footprint while contributing to the conservation of natural resources. The principal environmental aspects monitored across our supplier ecosystem include:



Building on the commitments outlined in the Group's Climate Policy, Elsewedy Electric is dedicated to supporting its suppliers in their adoption of responsible environmental practices. We prioritize advisory engagement, awareness-building, and capacity-building to equip our partners with the tools and knowledge needed to advance their own pathways toward net-zero emissions and climate resilience. These efforts are reinforced through structured adherence to clearly defined selection criteria and minimum environmental standards, supported by regular performance evaluations of suppliers across all sectors of the Group.

To further strengthen these practices, Elsewedy Electric is integrating a Group-level Green Procurement Policy as a core component of its Environmental and Social Management System (ESMS). Informed by ESG supplier assessments, this policy ensures that procurement decisions actively support a climate-resilient and environmentally responsible supply chain across all Group operations.

Sourcing Safe Materials

International frameworks such as the Restriction of Hazardous Substances (RoHS) and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) provide essential guardrails for safe and sustainable sourcing, and Elsewedy Electric Group ensures that the materials it sources are aligned with these regulations across its product portfolio. Elsewedy Cables and Iskraemeco, two of the Group's flagship manufacturing entities, source raw materials that are REACH and RoHS regulated. In addition, Elsewedy Cables has issued a formal Technical Statement (dated 09/03/2026) confirming that its products, based on its material suppliers, comply with the latest versions of REACH (Regulation (EC) No 1907/2006, February 2025 update covering 251 Substances of Very High Concern), RoHS (Directive 2011/65/EU and subsequent amendments, including the July 2019 Official Journal revisions of exemptions 6(a), 6(b), 6(c), and 7(a) through 2026 and 2027), Persistent Organic Pollutants (Regulation (EU) 2019/1021, including the December 2025 consolidated update), the Conflict Minerals Reporting Template (CMRT v6.5, released April 2025) and the Extended Minerals Reporting Template (EMRT v2.0), as well as the U.S. Toxic Substances Control Act (TSCA) PFAS reporting requirements.

These frameworks are instrumental in promoting sustainable sourcing practices throughout the manufacturing value chain. RoHS limits the use of harmful chemicals in electrical and electronic equipment, reducing environmental impact during both production and end-of-life disposal. REACH, in parallel, secures chemical safety by requiring manufacturers and importers to conduct rigorous risk assessments and provide detailed safety information across the lifecycle of chemical substances. Both frameworks encourage innovation through the substitution of hazardous chemicals with safer alternatives, thereby enhancing environmental and public health protection across the electronics and electrical equipment sectors. Taken together, these standards contribute to a more sustainable and responsible approach to sourcing and manufacturing in the wider industry. They conserve natural resources and support the development of a circular economy by encouraging the reuse and recycling of products, further minimizing environmental impact.



Driving Impact through Green Procurement

Building on its commitment to sourcing safer materials, Elsewedy Electric Group integrates green procurement practices across its operations as a foundational element of its Environmental and Social Management System (ESMS).

The Group's procurement framework guides decision-making by prioritizing environmentally responsible suppliers and lower-impact materials, while embedding sustainability considerations into every stage of supplier engagement, from prequalification through performance evaluation.

Through the Group's Green Procurement Policy, environmental performance, material safety, and compliance with key sustainability standards are assessed during supplier evaluations. Insights from ESG supplier assessments inform broader procurement strategies, promote the use of low-impact materials, minimize waste, and encourage circularity within the supply chain.

By embedding environmental responsibility into procurement, Elsewedy Electric Group drives upstream sustainability improvements and strengthens its collective contribution to a cleaner, safer, and more circular economy.

Key Steps in Our Green Procurement Process:



Sustainable Manufacturing

Context

The global manufacturing sector remains a significant contributor to environmental impact, accounting for approximately 20 percent of global carbon emissions and consuming around 54 percent of the world's energy resources. Against this backdrop, transitioning to less resource-intensive and lower-emitting manufacturing processes has become a central pillar of the global sustainability agenda. Elsewedy Electric Group continues to operate established manufacturing processes across its global production network, while actively evolving these methods to enhance sustainability and minimize environmental impact.

The Group is focused on reducing energy and water consumption through improved operational efficiency, the integration of sustainable design principles into product development, and the modernization of its production assets. This commitment reflects the Group's broader ambition to develop and deliver responsibly manufactured products that integrate strong environmental performance with high production standards, supported by a long-term emphasis on resource conservation and the mitigation of environmental impacts across the value chain.

Risks, Impacts, and Opportunities

Manufacturing operations across Elsewedy Electric Group inherently carry environmental risks, including potential contamination of soil, surface water, groundwater, and air. The release of hazardous substances, if not properly controlled, can pose risks to human health, ecosystems, operational continuity, and the Group's reputation. With production sites located across multiple countries, our facilities must continuously navigate diverse national environmental regulations, where compliance risks may arise from the handling, storage, disposal, or emission of hazardous materials, as well as from greenhouse-gas-related obligations.

To proactively address these risks, the Group adopts a structured environmental management approach designed to maintain operational continuity, mitigate reputational and legal exposure, and prevent financial losses across all production sites and properties. Strengthening resource efficiency and energy productivity not only delivers financial savings but also reduces the Group's vulnerability to commodity price volatility and supply-chain disruptions. As the global energy transition accelerates and the electrification trend intensifies competition for certain key raw materials, Elsewedy Electric Group recognizes the strategic importance of building resilient, low-impact, and innovation-driven manufacturing systems that can adapt to evolving market and regulatory conditions.



Our Management Approach

The Group's manufacturing philosophy is centered on maximizing operational efficiency while minimizing environmental impact and operating costs. This is best achieved through full compliance with national environmental legislation and adherence to internationally recognized management standards, including ISO 14001 (Environmental Management Systems) and ISO 50001 (Energy Management Systems). At the corporate level, Elsewedy Electric is also evaluating advanced remote energy monitoring systems to determine the most effective solution for deployment across its facilities. Once implemented, these systems will strengthen operational oversight, enhance performance, and enable timely interventions, while reinforcing the Group's 2030 commitment to achieve 100 percent coverage by remote energy monitoring systems across its operations.

Following its long-standing ISO 14001 certification, Elsewedy Electric has continued to expand its ISO 50001 implementation footprint to advance pollution control, environmental management, and resource efficiency simultaneously. Establishing energy and water baselines, together with the setting of clear reduction targets, remains a key element of the Group's decarbonization roadmap and climate risk management framework (please refer to Chapter 3 for a detailed breakdown of the Group's carbon footprint and decarbonization efforts). By embedding ISO 50001 systematically across its operating sites, the Group strengthens its control over energy consumption and associated operational costs. This is reinforced by a structured monitoring program covering all manufacturing facilities and an energy-efficiency action plan that is reviewed and updated annually.

Compliance with ISO 50001 reflects Elsewedy Electric's commitment to meeting international energy-management benchmarks, strengthening its credibility and trustworthiness among investors, customers, and other stakeholders. Through these requirements, the Group fosters a sustainability-driven culture across its operations and aligns with global efforts to mitigate environmental impacts and achieve long-term operational excellence. In 2025, this approach was further reinforced through the implementation of detailed environmental aspect-and-impact registers across all departments at Group manufacturing facilities, ensuring that more than 200 environmental aspects and their associated impacts are now systematically identified, scored, and controlled in line with ISO 14001:2015 requirements.

For more information about our ISO certifications, please refer to the [Annex](#).



Technology & Innovation



Digitalization with Purpose

Our 2030 Commitment

100% coverage by remote energy monitoring systems

Remote energy monitoring deployed across selected manufacturing facilities, with phased expansion underway across the Group.

2030 Target

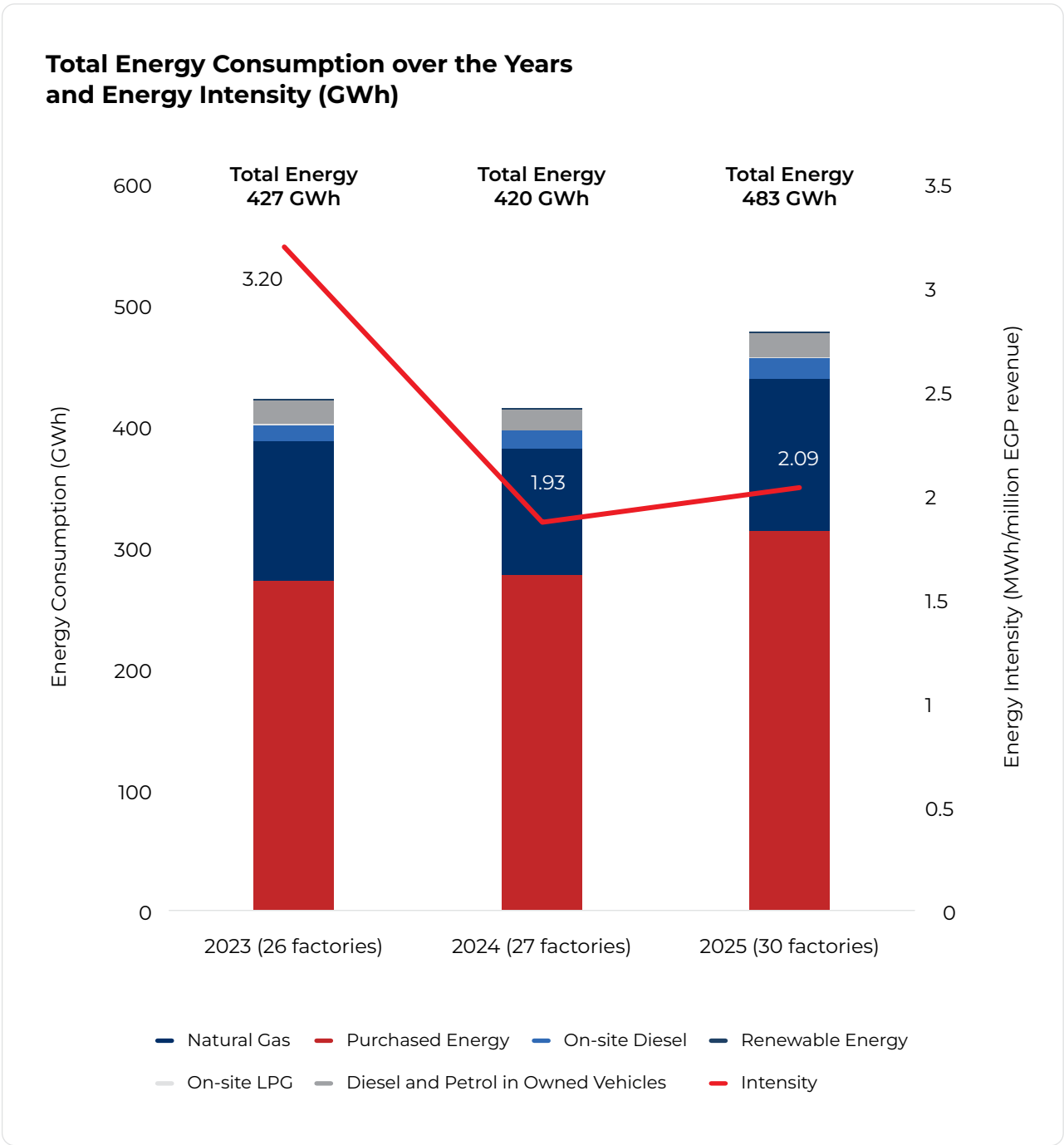
100% coverage

2025 Performance



Energy Management

The chart below illustrates total energy consumption from 2023 to 2025, accounting for the year-on-year expansion of our operational manufacturing facilities. Beginning in 2023, Elsewedy Electric expanded its scope to cover all operational manufacturing facilities. This initially included 26 facilities in 2023, growing to 27 in 2024 with the launch of a new site, and reaching 30 facilities in 2025 as three additional operations commenced. Total energy consumption figures encompass natural gas, LPG, on-site diesel, purchased electricity, renewable energy, and the diesel and petrol used in company-owned vehicles.



Enhancing Energy Efficiency and Tracking Intensity

The overall energy efficiency of Elsewedy Electric's manufacturing subsidiaries is measured in GWh per million USD of revenue. At the factory level, energy efficiency is tracked using customized metrics based on units of production. This approach ensures a stronger link to actual output, enabling accurate performance assessment and continuous improvement over time. Detailed energy intensity figures for each manufacturing facility are shown in the below table.

Factory	Energy Intensity – 2024	Energy Intensity – 2025	Unit
Wires & Cables Factories			
Egytech	1.12	1.14	MWh/ton
Elsewedy Special Cables (UIC)	2.06	2.22	
Elsewedy Cables - KSA	0.96	0.81	
Doha cables	0.76	0.72	
Elsewedy Cables - Ethiopia	0.75	1.93	
Elsewedy Electric East Africa	0.92	1.00	
Elsewedy Cables - Algeria	NA	1.00	
International Cables Company (ICC) * New facility	-	1.39	
Transformers Factories			
Transformers Egypt	2.58	2.76	MWh/MVA
Transformers Pakistan	2.85	2.11	
Transformers Indonesia	1.85	0.99	
Transformers Zambia	1.79	1.68	
Transformers Algeria	NA	0.65	
Electric Meters Factories			
Iskraemeco Egypt	0.0032	0.0025	MWh/Electric Meter
Iskraemeco Slovenia	0.0025	0.0024	
Iskraemeco Bosnia	0.0037	0.0027	
Others			
Egyplast	0.34	0.37	MWh/ton
United Metals	0.52	0.52	MWh/ton
ECMEI	4.76	4.82	MWh/ton
Elsewedy Electric Infrastructure	0.21	0.84	MWh/ton
Elsewedy Steel Products (USW)	0.65	0.62	MWh/ton
Elseweddy Telecom	0.02	0.07	MWh/km
Elsewedy Electric Aluminium Wire * New facility	-	0.86	MWh/ton
SEDCO & Elastimold	0.02	0.05	MWh/kit
SEDCO Petroleum	0.0006	0.0012	MWh/kit
SEDCO KSA * New facility	-	0.01	MWh/kit

Water Management

Mounting global water stress and worsening pollution are placing increasing pressure on communities, ecosystems, and industries worldwide. For Elsewedy Electric Group, responsible water management represents a critical pillar of its environmental agenda and an essential driver of operational resilience. The Group's water-stewardship efforts are centered on enhancing efficiency, reducing discharge impacts, and embedding a culture of water consciousness throughout its operations and supply chain.

Although the Group's core activities are not water-intensive, water remains a vital resource across its production sites. This makes continuous tracking of consumption patterns, optimization of usage, and responsible management of wastewater key priorities of the Group's environmental strategy. The Group Water Policy (ESMS A2-4) provides a structured framework for water management across all subsidiaries, while the Environmental and Social Management System (ESMS) enables the Group to systematically monitor performance and drive ongoing improvements at facility level.

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

Planet & Resources



Resource Efficiency and Renewable Resources

Our 2030 Commitment

Reduce water withdrawals intensity by 40% and maintain the achieved target

As of 2025, water intensity across all operational manufacturing facilities is recorded at 3.99 megaliters per billion EGP in revenue, down from 4.52 megaliters per billion EGP in 2024, marking a 12% decrease.

2030 Target

40% reduction

2025 Performance



(Manufacturing facilities)

Water Withdrawal

Total water withdrawals in 2025: 925.5 megaliters across 30 manufacturing facilities, representing an 6% decrease compared to 2024.

Aligned with the 2020–2030 Sustainability Strategy, Elsewedy Electric Group remains committed to reducing water-withdrawal intensity by 40% by 2030 (against the 2020 baseline) and to doubling investments in water-related projects compared to 2020 by the same horizon.

Elsewedy Electric's dedicated Group Water Policy (ESMS A2-4), applicable across all subsidiaries, reinforces the importance of responsible water stewardship. The policy framework is operationalized through structured water-related risk assessments, monitoring of withdrawal and discharge across reporting facilities, and the ongoing exploration of alternative water sources, wastewater reuse, and enhanced water-efficiency measures.

Beyond direct water management, the Group leverages its broader portfolio to support customers' water-stewardship objectives. Through its dedicated business line for water and wastewater treatment solutions, Elsewedy Electric supports customers in reducing their water footprint and improving water management practices across municipal, industrial, and agricultural applications. Flagship projects under this business line include the Group's contribution to large-scale land-reclamation programs in Egypt, where its infrastructure arm is deploying high-diameter water transmission pipelines, pumping stations, and advanced center-pivot.

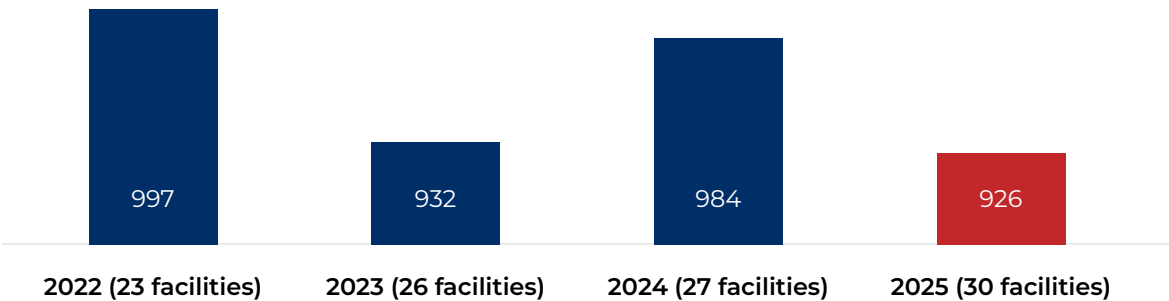
952.5
megaliters

6% decrease compared to 2024

Total water withdrawals in 2025
across 30 factories



Water Withdrawals across Manufacturing Facilities (x1,000 m³)



For further information, please refer to Elsewedy Electric CDP 2024 Water Security Response¹⁶.



¹⁶At the time of publishing this report, only CDP's 2024 reporting cycle's responses (covering the Group's 2023 performance) were publicly available. Elsewedy Electric will respond to the 2025 Water Security questionnaire and disclose its 2024 performance. However, the disclosure for the 2025 cycle will only be made public by the end of 2025.

Wastewater Discharge

Elsewedy Electric Group continues to strengthen its wastewater management systems to safeguard environmental compliance and reduce overall discharge across its operating footprint. On-site treatment remains a central element of this approach, supporting the reduction of pollutants in discharged water and ensuring alignment with national and international regulatory standards. In 2025, the Group continued to advance the upgrade of treatment infrastructure at selected facilities to improve performance and prepare for future reuse opportunities.

Feasibility assessments conducted across multiple subsidiaries are guiding the Group's plans to expand wastewater treatment capacity and to explore safe, non-potable reuse, particularly in industrial operations and for landscape irrigation.

These initiatives directly support the Group's environmental objectives and lay the foundation for reducing freshwater consumption across operations in the years ahead. While large-scale wastewater reuse has not yet been implemented at Group level, Elsewedy Electric is making steady progress toward future integration through pilot studies, technology assessments, and the gradual modernization of its wastewater treatment infrastructure.



Waste Management

Our commitment to our Environmental Policy and strategic zero-waste-to-landfill target drives us to prioritize effective waste management, minimize waste generation, and enhance resource efficiency across all operations. We have developed and implemented Waste Management Operational Procedures to ensure the responsible handling of non-hazardous solid waste, as well as hazardous solid and liquid waste generated across our operations. These procedures include strict duty-of-care measures for the off-site transportation and disposal of waste, in alignment with regulatory requirements and recognized environmental best practices.

Developed in accordance with Good International Industrial Practices (GIIP) and the International Finance Corporation (IFC) Performance Standards, the procedures apply across the Group and to all operating companies and subsidiaries directly or indirectly controlled by Elsewedy Electric. Waste management is embedded as a priority across all our sites, supported by ongoing research, training, and consistent application of best practices in waste reduction, recycling, and reuse.

Employee training continues to play a key role in our waste management strategy, equipping teams with the knowledge and tools needed to reduce, reuse, and recycle effectively. Our sites are regularly assessed to ensure compliance with rigorous environmental standards and to validate our progress in diverting waste from landfills. These initiatives reflect our ongoing dedication to advancing sustainable waste management practices across the company.



Waste Generation

In 2025, we continued to strengthen the tracking and monitoring of waste streams across all our operations. At our 30 operational manufacturing facilities, we generated a total of 26,623 tons of industrial non-hazardous waste.

Aligned with our 2030 environmental targets, we are steadily progressing toward the goal of eliminating landfill waste across all sites. In 2025, we achieved a waste recycling rate of 90%, reflecting our ongoing efforts to minimize waste generation and prioritize recycling initiatives. Looking ahead, we will maintain our dedication to innovation and work closely with key partners to refine our waste management practices, ensuring that sustainability remains at the core of our operations. For instance, we have enhanced the management of non-hazardous waste across our Cables sector through improved segregation practices, ensuring a more efficient recycling process. Across all cable sector facilities, we have implemented enhanced municipal waste segregation systems, streamlined waste classification and minimized environmental impact. To better manage hazardous materials, we have introduced spill containment pallets, providing secondary containment to safeguard against potential spills.

26,623 tonnes



Of industrial quantified non-hazardous waste generated in 2025 (across 30 manufacturing facilities)

90% diversion rate



Percentage of industrial non-hazardous waste recycled or reused in 2025 (across 30 manufacturing facilities)

Planet & Resources



Circular Economy

Our 2030 Commitment

Achieve and maintain a Virtual Zero Waste to Landfill across all manufacturing facilities and 75% diversion from landfill across all construction sites annually

A zero-waste-to-landfill management system has been developed, adopted and implemented in several factories and shall be expanded across all factories in upcoming years.

In 2025, Elsewedy Electric's operational manufacturing facilities successfully achieved a 90% diversion rate for non-hazardous waste.

2030 Target

100% diversion rate

2025 Performance

90%

0%

construction sites

Hazardous Waste

Elsewedy Electric ensures the responsible management of waste by partnering with accredited service providers for the recycling of used oil and securely disposing of hazardous waste, including industrial and medical waste, in authorized landfills.

We also seek opportunities to repurpose e-waste as spare parts or dismantle it for resale or further processing by authorized entities. Well-structured systems are in place across our locations to monitor and track both hazardous and non-hazardous waste, ensuring compliance with regulations and minimizing our environmental impact.

2,183

Tons of hazardous waste generated in 2025 (across 30 manufacturing facilities)



Promoting Waste Reduction and Environmental Awareness

In 2025, Elsewedy Electric Group marked the International Day of Zero Waste with a Group-wide engagement campaign reinforcing the role of responsible consumption, waste reduction, and environmental stewardship across its operations and the communities it serves.



The initiative spotlighted the everyday choices, at the workstation, on the shop floor, and at home, that, when scaled across nearly 19,000 employees, translate into meaningful progress on resource efficiency and a measurable reduction in operational environmental impact.

The campaign engaged subsidiaries and employees in concrete actions aligned with the Group's target of zero waste to landfill by 2030, combining communication, training, and behavioural-change initiatives. Across 2025, this was reinforced through a series of complementary actions, including a bilingual (Arabic/English) awareness poster campaign with 30+ posters deployed across all departments on a weekly refresh cycle covering energy, waste, water, and PPE topics; the rollout of the Plastic-Free Workplace Flask Programme, which distributed 1,225 personalised reusable flasks to 100% of the workforce across Egypt and KSA cable accessories operations, avoiding 40,000+ single-use plastic items by year-end; and a biweekly internal email awareness series keeping sustainability themes, including carbon footprint, sustainability at home, company KPI progress, and environmental facts, top-of-mind for every employee throughout the year.

These efforts were externally recognized through the World Environment Day 2025 Recognition Award, presented to the Elsewedy Electric Cable Accessories team for sustained EMS leadership and performance. By embedding environmental awareness and responsible resource management into the rhythm of everyday work, Elsewedy Electric Group continues to align its operational practices with its long-term environmental commitments and its circular-economy ambitions, turning sustainability from a corporate target into a shared employee culture.

Air Quality

Elsewedy Electric Group recognizes the importance of maintaining good air quality to protect both people and the environment across its manufacturing and operational locations. The Group is committed to managing air emissions responsibly by complying with applicable regulatory requirements, reducing emissions where feasible, and continuously improving environmental performance. Air-quality considerations are integrated into operational practices through monitoring programmes that support the identification, assessment, and management of air emissions generated from manufacturing activities.

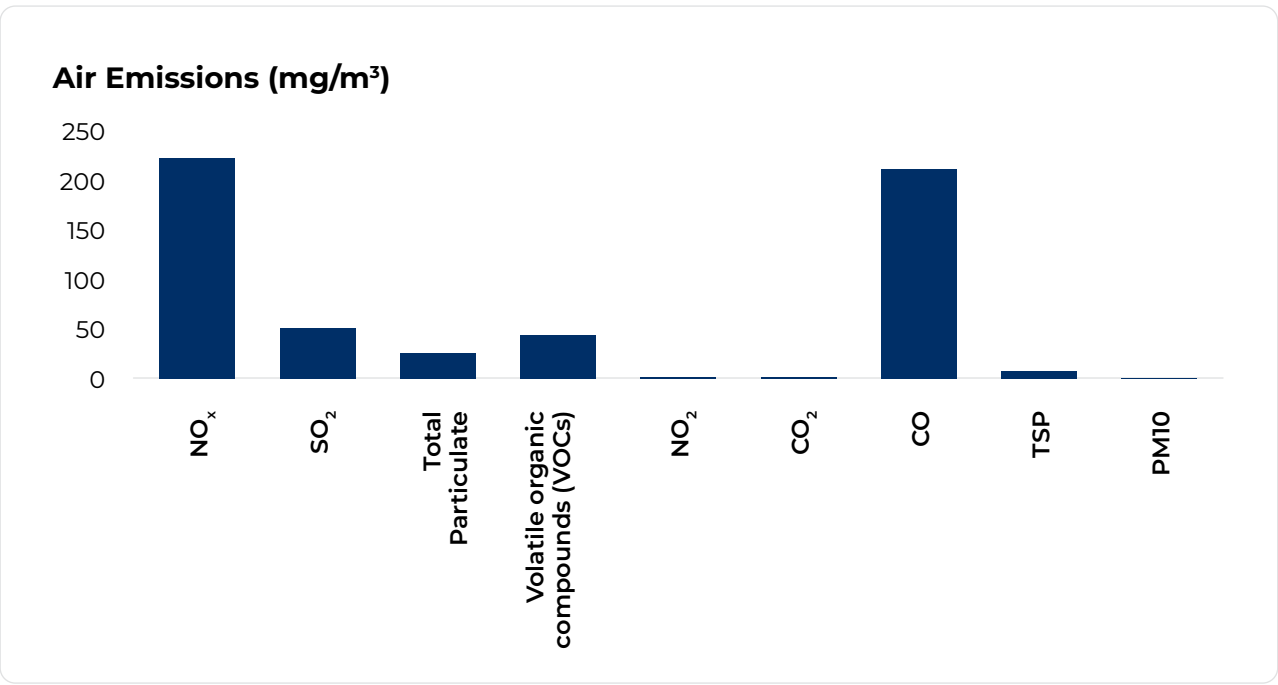
Air Quality Monitoring

In 2025, Elsewedy Electric continued to monitor air emissions across relevant manufacturing and operational sites in accordance with site-specific environmental requirements and monitoring programmes. Monitoring covered key air pollutants relevant to the Group's activities, including nitrogen oxides (NOx), sulphur oxides (SOx/SO₂), particulate matter (PM), volatile organic compounds (VOCs), carbon monoxide (CO), and, where applicable, persistent organic pollutants (POPs) and hazardous air pollutants (HAPs). Consolidated reporting for 2025 includes monitoring data from 21 entities, with the broadest coverage recorded for NOx, SOx and particulate matter.

To support reliable environmental reporting, the Group is enhancing its air-emissions data management approach by standardizing pollutant definitions, measurement units, monitoring methodologies, and reporting boundaries across subsidiaries. This includes differentiating between stack-emission measurements, ambient air-quality monitoring results, and annual pollutant emissions, while aligning reported data with applicable legal and permit requirements. These improvements will strengthen year-on-year comparability, facilitate consistent compliance monitoring, and support more robust Group-level air-emissions reporting in future reporting cycles.

In addition to emissions monitoring, independent third-party assessments continue to verify environmental conditions at selected facilities. During 2025, certified external measurements conducted by the Tabbin Institute at Cables sector facilities assessed parameters including noise levels, lighting intensity (lux), and Wet Bulb Globe Temperature (WBGT). All recorded values complied with the applicable Egyptian regulatory limits, with no exceedances identified.

Elsewedy Electric also continues to implement operational measures to reduce emissions at source by improving equipment performance, optimizing production processes, and strengthening particulate-emission control across manufacturing sites. These initiatives support the Group's broader objective of improving air-quality performance while advancing responsible and sustainable manufacturing practices.





OUR PEOPLE, OUR GREATEST ASSETS

Prioritizing Occupational Health and Safety



Diversity, Equity, and Holistic Well-being



Talent Attraction and Development



Compensation and Benefits



Our People, Our Greatest Assets

At Elsewedy Electric, people are the driving force behind everything the Group achieves.

The talent, dedication, and inventiveness of its workforce are what turn strategy into results and keep the Group's sustainability agenda moving forward. That is why Elsewedy Electric works to build a supportive and inclusive environment, one where employees can grow, where diversity is valued, and where well-being is treated as a priority rather than an afterthought.

By investing in the development and welfare of its people, the Group sustains a motivated, capable workforce equipped to meet the challenges of today and tomorrow, while creating lasting value for all its stakeholders.



2025 Key Highlights

23,825

total number
of employees



8%

women representation across
the Group's workforce



75%

employee satisfaction rate with the
work environment



+110,000

total training hours



3.9/5

Elsewedy Electric's score on Glassdoor





Prioritizing Occupational Health and Safety

Context

The world of work surrounding Elsewedy Electric Group is being reshaped at extraordinary pace. Digitalization, real-time data connectivity, advances in industrial automation, and the rising prominence of the ESG agenda are simultaneously redefining how industrial groups operate and how stakeholders judge their performance.

For Elsewedy Electric, every one of these shifts is treated as an opportunity to strengthen the way the Group protects the people behind its operations, direct employees, contractors, suppliers, customers, and the communities surrounding its sites. Health and safety are not approached as compliance obligations but as foundational values that shape how the Group designs its facilities, plans its projects, contracts its partners, and engages with the world around it.

This commitment is non-negotiable. It applies equally to the Group's permanent workforce and to the wider ecosystem of contractors, subcontractors, and primary suppliers operating under Elsewedy Electric's name. Every partner working on the Group's behalf is expected to fully align with, and consistently uphold, its health and safety programs and standards.

The operating logic is straightforward: people perform at their best when their environment allows them to do so without fear of harm, customers receive higher-quality outcomes when their suppliers are well, and entire communities benefit when industrial operations are conducted to the highest safety standard. Sustained engagement, continuous awareness initiatives, and an evolving safety-culture program are the mechanisms through which the Group steadily raises the safety maturity of its organization.



Risks and Opportunities

Operating across cable manufacturing, smart metering, transformers, polymers, steel, E&C construction, and infrastructure projects exposes Elsewedy Electric Group to a wide range of occupational risks, from hazards intrinsic to high-voltage and heavy-industry environments to those arising at active construction sites in multiple geographies. Failure to manage these risks would carry consequences far beyond the immediate human cost: operational disruption, legal exposure, increased insurance premiums, reputational damage, and erosion of stakeholder trust. Conversely, sustained excellence in occupational health and safety produces measurable strategic returns.

It strengthens customer confidence, opens access to global tenders that require demonstrably robust safety credentials, improves financial performance by reducing incident-related costs and rework, and positions the Group as a partner of choice for major utilities, governments, and E&C clients worldwide.

Reflecting this strategic reading, the majority of Elsewedy Electric Group's manufacturing footprint operates under an ISO 45001-aligned Occupational Health and Safety Management System. Internal and third-party audits are conducted throughout the year following a structured audit program, and any identified gaps or non-conformities are tracked through formal corrective action plans until full closure. The combination of certified systems, structured monitoring, and continuous learning from incidents is what allows the Group to manage occupational risk proactively, rather than reactively.

86%

Of manufacturing facilities
certified to ISO 45001:2018 (2025)



Our Management Approach

Occupational health and safety at Elsewedy Electric Group is governed through a layered model that combines centralized direction with locally embedded execution. At corporate level, the Group HSE function defines the policy framework, monitors performance against Group-wide targets, and consolidates reporting from across the organization. At operating level, dedicated HSE teams sit within each business unit and report directly to the respective business manager. This deliberate placement ensures that safety priorities are translated into the language of day-to-day operations and that accountability for safety outcomes rests with line leadership rather than being delegated to a parallel function. The model is reinforced by the Group's Business Code of Conduct and Group HSE Policy, both of which require every operating unit to maintain a management system certifiable to

A new milestone in 2025: The newly established Corporate Artificial Intelligence (AI) & Data Department is directly supporting HSE through digital transformation. A 24/7 smart safety assistant was launched, reducing the time required to access critical safety policies and procedures by 90%, thereby enhancing emergency readiness and compliance across all operating units.

Within this framework, HSE Officers act as the day-to-day bridge between policy and practice across operational areas. Their role has progressively evolved from compliance monitoring toward proactive support of managers and frontline teams, a shift recognizing that sustainable safety performance is built through proximity and dialogue rather than paperwork alone. Health and Safety Committees, bringing together management and employee representatives, convene regularly at both local and national level to coordinate specific measures and initiatives that secure a healthy and safe working environment at each site.

The effectiveness of the Group's HSE management systems is verified annually through structured internal audits that assess compliance with internal and external regulations, validate that risk assessments and emergency-management processes are properly implemented, and confirm that significant risks and opportunities are identified and addressed through measurable goals and action plans. Each operating unit's management system also undergoes external certification in accordance with the market requirements relevant to its geography and sector. The Group's safety expectations extend beyond its own boundary: under the Third-Party Code of Conduct, suppliers and contractors are required to uphold equivalent health and safety standards and to take direct responsibility for the well-being of their workforce, embedding occupational safety along the entire value chain.

People & Society



Occupational Health and Safety

Our 2023 commitment

Revise and update labor management policies and procedures according to international standards and GIIP

Labor management policies and procedures fully revised in line with international standards and Good International Industrial Practices.

2025 Performance

100%





Health and Safety Governance and Management

Within the Group's corporate architecture, safety governance is treated as inseparable from business governance. Responsibilities are clearly assigned at each level of the organization, performance is monitored against defined targets, and improvement is pursued as an ongoing journey rather than a closed project. The link between corporate ambition and site-level reality is sustained through structured coordination between the Group's central Health and Safety team and HSE leads embedded in each subsidiary. Monthly touchpoints allow teams to track progress, surface early-warning signals, and align on shared implementation priorities. Detailed quarterly performance updates are prepared and presented to the Executive Board, keeping safety visible at the highest decision-making level and ensuring that strategic course corrections happen in close to real time.

In 2025, this governance model was further sharpened through reinforced leadership engagement at site level. Across all active construction and E&C project sites, weekly HSE inspections and walkdowns were jointly mandated for the Project HSE Manager, Project Manager, and Construction Manager, a deliberate signal that operational leadership and safety leadership are inseparable functions, not parallel ones. The Group's Health and Safety Policy continue to anchor this work, with periodic reviews ensuring its alignment with ISO 45001:2018 and ISO 14001:2015 and its practical relevance to the sectors in which the Group operates.

During the year, the Group also reinforced its long-standing "Zero Tolerance" safety policy, supported by quarterly audits across all sites and an annual management review that consolidates findings into corrective and preventive action plans. At every level of the organization, employees and contractors are encouraged to take an active role in identifying risks and contributing to a culture of prevention. To translate this expectation into measurable behavior, the Group introduced a Proactive Reporting mandate in 2025: every employee is now responsible for submitting at least two hazard reports per year. The mandate is designed to normalize the practice of surfacing risks before they materialize as incidents and to create a culture of shared responsibility in which spotting, reporting, and acting on hazards is part of everyone's job, from operators on the production line to senior project leaders on the move between sites.

Contractors, Subcontractors, and Visitors' Safety

On any given day, an Elsewedy Electric site may host direct employees, contractors, subcontractors, equipment vendors, inspectors, and visitors in parallel. Maintaining a consistent safety standard across this combined workforce is therefore treated as an operational discipline rather than a contractual formality. Every contractor, subcontractor, and visitor entering a Group facility is required to comply with site-specific safety protocols, supported by tailored induction sessions covering hazards, emergency procedures, evacuation routes, personal-protective-equipment requirements, and individual responsibilities.

For contractors, a thorough pre-work permit-to-work process governs access to operational areas and high-risk activities. Subcontractors are engaged continuously throughout project execution through daily Permit-to-Work procedures, regular inspections, toolbox talks, and monthly performance meetings with HSE Officers, a cadence designed to maintain consistent compliance even as project conditions evolve.

During 2025, the Group strengthened this approach further by formally extending HSE training to subcontractors on equal footing with employees, achieving an average of eight training hours per subcontractor across active E&C project sites and aligning the contracted workforce with the Group's internal training benchmark.

To make consistency visible and verifiable on the ground, the Subcontractor Worker ID System remained fully active across construction operations throughout 2025, recording safety-training completion and on-site induction status for every subcontracted worker.

For visitors, the bilingual visitor identification card was updated and rolled out across all major operating sites during the year, incorporating embedded safety guidelines and emergency contacts so that any person on the premises, a supplier representative, an auditor, a journalist, or a guest, has immediate access to the information needed to respond appropriately should an incident occur.

Occupational Health Services and Programs

Protecting employee health is the structural complement to the Group's investments in incident prevention. Through ongoing collaboration with accredited medical-service providers across its operating geographies, Elsewedy Electric ensures that every employee has reliable access to essential health services.

Across major manufacturing facilities and E&C project sites, this is reinforced by fully equipped on-site clinics operating around the clock, readily available first-aid kits and personal protective equipment at all worksites, and strategically placed eyewash stations across production facilities and project sites for rapid response to exposure incidents.

Where operational risk profiles warrant it, on-site pharmacies extend direct access to medical support for employees, workers, and contractors alike, ensuring that anyone in need of care receives it without delay.

Throughout 2025, the Group's occupational health services continued to protect employees and contractors through an interconnected program combining routine quarterly health assessments, round-the-clock on-site clinics across major

manufacturing and E&C sites, and full health coverage extended to all employees through the Group's accredited medical-service-provider network. Routine assessments are designed to proactively monitor the well-being of the workforce and detect potential risks early, while the clinic and pharmacy network ensures that any escalation can be handled on site without losing critical response time.

These foundations contributed directly to several site-level safety achievements during the reporting year. Elsewedy Machinery recorded zero Lost Time Injuries and zero major accidents in 2025, a direct outcome of its integrated "Zero Harm" culture combined with proactive health monitoring and 100 percent completion of mandatory fire-fighting familiarization training.

At the Group's Tanzania manufacturing operations, 213 consecutive days without a Lost Time Injury were achieved during the year, while zero major environmental incidents were recorded across all Engineering & Construction sites, evidence of the cumulative impact of clinical access, structured training, and visible leadership working in concert.

Training on Health and Safety

Training is the most visible expression of Elsewedy Electric Group's investment in its people's safety. The Group's approach is comprehensive, consistent across geographies, and calibrated to the distinct exposures of different operational contexts, from high-temperature steel and cable manufacturing to active construction sites and electronic-assembly facilities. The underlying premise is straightforward: a safe and healthy workplace begins with equipping the workforce with the right knowledge, at the right depth, for the role each person performs.

The training architecture is built around clear priorities. New joiners receive induction training on core safety procedures from their first day on site. Production workers follow a rotating schedule of weekly sessions focused on operational risks and safe work practices specific to their lines. Supervisors and engineers undergo targeted HSE-procedure training to reinforce safe leadership on the ground. Toolbox talks and short awareness lectures are delivered regularly to address evolving hazards, operational changes, and seasonal risks such as heat stress. Core focus areas across the Group include emergency response, personal protective equipment, fire safety, chemical handling, and work at

heights. Drivers operating rental vehicles receive specific briefings on road-safety protocols, supporting the Group's broader transportation-safety policy, while pre-task briefings and real-time hazard-specific instructions are embedded into the daily routines of high-risk sites.

During 2025, the Group's training framework was operationalized across entities in different sectors, each adapting its program to its own risk profile and workforce composition. The selected entity-level snapshots below illustrate how training is being delivered in practice across the Group.

Elsewedy Polymers (P1): Annual employee training reached 7,182 hours of general and specialized training, significantly exceeding the annual target of 912 hours, supported by weekly Toolbox Talks delivered by department supervisors. The department recorded 1,221 hazards reported and 1,883 daily-tour observations, demonstrating active employee engagement in proactive safety reporting. Key engineering safety improvements during the year included the installation of laser virtual-safety-zone systems on diesel forklifts and hydraulic lift tables to implement ergonomic principles by adjusting working height, reducing lower-back strain across production operations.



10,500+

training hours delivered across non-cable manufacturing facilities (Polymers, Iskraemeco, Cable Accessories, Project HSE) and E&C projects on H&S topics in 2025





Iskraemeco Egypt: Total HSE training reached 3,256 hours across 524 employees, exceeding the 3,144-hour target, with departmental coverage spanning Plastic, Iskra Product, Elsewedy Product, Water Meter, Engineering, Quality, HR, Stores, and Services. The site recorded 1,075 hazards reported against a target of 1,048 (positively reflecting active reporting culture), zero fatalities, and zero major incidents. Significant achievements during 2025 included evacuation drills at Elsewedy University and Iskra Sylvania factory, first-aid training delivered in partnership with Elsewedy Technical Academy (STA), and structural workplace improvements including air-conditioning installation in the power-factor room, ramp replacement, industrial-chiller protective railing installation, and the replacement of nylon bulbs with LED lighting.

Elsewedy Machinery: Operating under a deliberately maintained "Zero Harm" culture, Elsewedy Machinery delivered Fire Fighting Familiarization training through 8-hour sessions reaching 100 percent of the targeted workforce in 2025. The combination of universal training coverage, embedded leadership accountability, and consistent application of safety procedures contributed directly to the entity recording zero major accidents and zero Lost Time Injuries throughout the year, an outcome demonstrating the close link between sustained training discipline and incident-free operations.

Logistics & Warehouse Operations (Iskraemeco Slovenia): At Iskraemeco Slovenia, logistics and warehouse activities carry a risk profile dominated by material handling, mechanized movement, and elevated-work tasks. To match this profile, specialized safety training in 2025 was concentrated in three targeted streams: Forklift Operator Training delivered through 17 dedicated sessions, Occupational Health and Safety modules delivered across seven sessions, and Working at Heights training delivered through six sessions. This focused investment ensured that personnel performing the highest-risk activities at the facility received the depth of competency-building required to operate safely day after day.

Rowad Modern Engineering (RME): 8 training hours per employee and subcontractor, targeted at increasing hazard recognition and control. Training scope was extended to subcontractors at the same benchmark to ensure consistent safety standards across the value chain.

E&C Project HSE Performance: Major construction operations recorded 982,800 working man-hours, 1,355 work permits issued (including 280 lifting, 450 hot-work, and 610 cold-work permits), and 625 Toolbox Talks delivered across an average manpower base of 390 personnel, supported by daily training programs for contractor workers across active project sites.

Aggregating across all reporting entities, Elsewedy Electric Group delivered more than 20,000 hours of HSE training to over 1,100 participants in 2025, spanning the Group's manufacturing facilities, E&C projects, and turnkey operations, and covering direct employees, contractors, and subcontractors alike. The cumulative portfolio combined dedicated HSE programs at Elsewedy Polymers (7,182 hours delivered), Iskraemeco Egypt (3,256 hours across 524 employees), more than 10,500 hours across non-cable manufacturing facilities, 580 dedicated environmental and HSE trainees across non-cable subsidiaries, and 625 toolbox talks delivered across active construction sites. This sustained investment reflects the Group's ongoing effort to embed safety thinking into every level of its operations and to maintain a culture in which risk awareness and accountability are second nature.

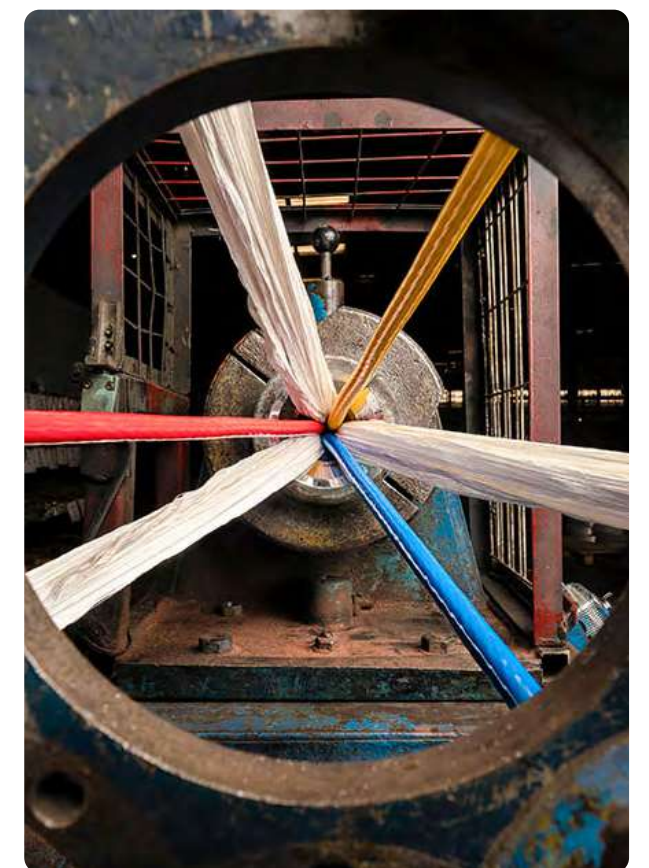
Training Target



Within the Cables Sector, the annual safety training target of eight hours per employee was fully achieved during 2025.

This consistent year-on-year focus on per-capita training depth has been instrumental in embedding safety into daily operational routines and reinforcing a culture of vigilance and shared responsibility across cable manufacturing teams.

8 hrs / Employee



Modernizing Safety Training Through AI and VR Integration

Building on the foundation laid in 2024, when Artificial Intelligence (AI) and Virtual Reality (VR) technologies were first introduced into the Group's health and safety training programs, 2025 marked a decisive scale-up of digital safety training across Elsewedy Electric. The newly established Corporate Artificial Intelligence (AI) & Data Department accelerated this transformation by deploying a 24/7 smart safety assistant that reduced the time required to access critical safety policies and procedures by 90 percent, materially improving emergency readiness and compliance across all operating units.

This forward-looking approach allows workers to experience immersive, realistic simulations in a controlled environment, sharpening their ability to recognize hazards, respond to emergencies, and internalize safety protocols before they encounter them in the field. AI enables personalized learning paths informed by individual performance data, while VR supports hands-on practice without exposing trainees to real-world risk. Combined with always-on access to safety information through the smart assistant, this integration is helping the Group build a workforce that is not only technically competent but instinctively safety-conscious, with real-time access to critical safety information at every level of the organization.

Occupational Health and Safety Culture

Safety culture at Elsewedy Electric Group is treated as a long-term cultivation rather than a campaign. It is the steady, deliberate work of weaving safe behaviours into the everyday fabric of how work is performed, and of ensuring that the right behaviour becomes the easy default. The Group's cultural approach centers on shared responsibility, encouraging employees at every level to take ownership of safety and to actively participate in identifying and addressing risks before they translate into incidents.

During 2025, this culture took a meaningful step forward through two complementary mechanisms that reinforce one another in practice: a structured behavioural observation approach that brings safety conversations directly into daily work, and a proactive reporting framework that converts every employee into an active risk-spotter. Each of these is detailed in the sections that follow. These efforts were complemented by ongoing workplace housekeeping and safety awareness campaigns across selected subsidiaries.

Strengthening Emergency Preparedness and Safety Awareness



Maintaining a safe and resilient workplace remains a core priority across Elsewedy Electric's operations. The Group continues to invest in the infrastructure that underpins emergency readiness, emergency exits, alarm systems, infrastructure controls, and response mechanisms, all of which are continuously evaluated and upgraded to ensure effective coordination and rapid response during critical situations. In parallel, employees receive ongoing awareness support designed to strengthen confidence, preparedness, and collaboration in emergency scenarios.

Regular evacuation drills are conducted across operational sites, with debriefs feeding directly into the refinement of emergency response protocols. Through these efforts, Elsewedy Electric continues to foster a proactive safety culture that prioritizes employee protection, operational resilience, and the well-being of people across its workplaces and communities.

Achieving Two Million Safe Hours Without a Lost-Time Injury



Elsewedy Utilities reached a major occupational health and safety milestone in 2025 by recording **two million safe working hours without a single Lost Time Injury (LTI)**. This achievement reflects the company's sustained commitment to maintaining the highest safety standards across its operations and fostering a strong culture of prevention, accountability, and operational discipline.

The milestone underscores the dedication, vigilance, and collective effort of employees and leadership teams in embedding safety as a core value throughout daily operations. By continuously reinforcing safe work practices and proactive risk management, ELSEWEDY Utilities continues to strengthen workplace safety performance and support the well-being of its workforce across all operational sites.



Enhancing Workplace Safety: Key Projects and Actions

Creating a safe and resilient workplace is treated at Elsewedy Electric Group as a daily engineering and operational discipline rather than a periodic initiative. The Group's safety approach is built around proactive risk management, strong technical foundations, and empowered teams, with a clear ambition of zero harm across all operations. To translate this ambition into measurable progress, the Group maintains robust monitoring mechanisms and performance targets at both Group and subsidiary level, allowing each facility to drive improvements aligned with its own operational realities while remaining anchored to shared Group-wide safety standards.

During 2025, several subsidiaries implemented engineering improvements to eliminate or reduce workplace hazards at the source. These included installing protective railings around industrial equipment, replacing outdated access ramps, upgrading lifting arrangements for maintenance activities, and improving ventilation and cooling systems in operational areas. Collectively, these measures enhanced workplace safety by reducing exposure to physical risks and improving maintenance and operational conditions.

Building on the operational Standard Operating Procedures developed in 2024 for new production lines, including BEAD Wire, A1, and A2, these procedures continued to provide clear, codified guidance on routine activities throughout 2025, covering processes such as machine operation and firefighting response. By ensuring that safety expectations are written down, communicated, and trained against, the Group helps operating teams prevent risks at the source rather than relying on individual judgement under pressure. As part of this year's progress, the Group also achieved full compliance with Civil Defense and NFPA requirements across all sectors, an achievement that validates the technical depth and completeness of its safety systems against demanding external standards.

Employee training continued to serve as a key lever in reinforcing safe behaviour across sites during 2025. Forklift operators underwent specialized training in collaboration with Chabbour Facility to enhance equipment handling and operational awareness, while the Group partnered with the Saudi German Hospital to deliver first-aid and ergonomics training, strengthening employees' ability to respond to emergencies and to minimize strain-related injuries in daily work. Further advancing the Group's technical safeguards, thermal-imaging technology, introduced for electrical-panel testing at SEDCO Egypt in 2024, remained fully operational throughout 2025, reducing the risk of electrical fires by enabling early detection of latent faults invisible to the naked eye. Taken together, these interventions illustrate the Group's broader safety philosophy: a continuously evolving ecosystem of prevention, accountability, and learning, all anchored to a single underlying commitment, that every individual returns home safely, every day.

Emergency Drills and Firefighting

Emergency preparedness at Elsewedy Electric Group is treated as a continuous capability rather than a documented procedure. Firefighting systems across operating sites are routinely upgraded and closely monitored to ensure ongoing effectiveness, while fire extinguishers remain accessible in all critical areas, electrical panels, manufacturing floors, and project sites, with new enhancements introduced as needed to match site-specific risk levels. Regular inspections, supported by independent third-party evaluations, allow the Group to maintain consistent compliance and confirm the reliability of its emergency-response infrastructure, with firefighting equipment systematically checked against calibrated weight scales to ensure readiness for immediate use.

During 2025, Elsewedy Electric also continued upgrading fire protection infrastructure across selected facilities, including enhancements to sprinkler and foam suppression systems, pump room capacity, fire detection arrangements, and other site-specific emergency response infrastructure, further strengthening operational resilience and emergency preparedness.

Through 2025, Elsewedy Electric continued enhancing fire protection infrastructure across selected facilities through upgrades to sprinkler and foam suppression systems, pump room capacity, fire detection arrangements, and emergency response equipment. These improvements strengthened site preparedness and enhanced the reliability of critical fire protection systems across high-risk operational areas.

Fire drills are conducted during the year to test emergency-response procedures under realistic conditions, identify areas for refinement, and reinforce team coordination across departments. These exercises play a critical role in updating response protocols and ensuring that procedures evolve in line with changes to site layouts, processes, and personnel.

During 2025, the Group conducted fire drills and firefighting-equipment inspections across reporting facilities, with consolidated figures to be confirmed upon the finalization of the Group HSE data verification cycle.

91

Fire drills conducted
across the Group



108,914

Conducted Inspections
across the Group



Health and Safety Performance Indicators

Maintaining the highest standards of health and safety remains a constant focus across Elsewedy Electric Group, and the Group monitors a defined set of leading and lagging indicators to evaluate progress, identify recurring patterns, and direct corrective action where it is most needed. Each reported incident is treated as a learning opportunity, prompting a structured investigation and the implementation of targeted preventive measures, reflecting the Group's conviction that no improvement is possible without honest, transparent recording of what has actually occurred on its sites.

During 2025, the Group continued to place increased emphasis on proactive risk management, on-site supervision, and reinforcing awareness among employees and contractors. These efforts were supported by strengthened safety systems, upgraded procedures, and a renewed focus on operational discipline at every level of the organization. While the long-term ambition remains a fully incident-free work environment, the 2025 results show a meaningful improvement in frequency and severity rates relative to 2024, alongside a sharp increase in proactive hazard reporting, itself an indicator of a healthier safety culture in which problems are surfaced rather than hidden.

People & Society



Occupational Health and Safety

Our annual commitment

Zero accidents related to hazardous materials safety

Strengthened hazardous-materials safety protocols implemented during 2025 through expanded COSHH training, certified in environmental measurements, and ESMS-aligned chemical management at facility level.

Annual Target

Zero incidents

2025 Performance

1 incident

Occupational Health and Safety - 2030 Group Commitment

Elsewedy Electric Group maintains an annual target of zero accidents related to hazardous materials safety, anchored to its 2020–2030 Sustainability Strategy. In 2025, two work-related fatalities were regrettably recorded across the Group, an outcome that prompted a comprehensive root-cause review and the immediate strengthening of controls at the affected sites. At the same time, the Group registered a marked reduction in its Lost-Time Injury Frequency Rate and Lost-Time Injury Severity Rate compared with 2024, supported by enhanced safety governance, expanded hazard reporting, and improved subcontractor oversight across active operating sites, keeping the Group on a clear trajectory of underlying safety improvement.

New Record



Across Elsewedy Electric Group, the collective commitment to building a strong safety culture continues to deliver tangible results at both Group and subsidiary level.

This was exemplified during 2025 by Elsewedy Transformers, which recorded over 1,000 consecutive days without a single Lost Time Injury, a milestone that places the entity among the safest performers in its segment globally.

While all sites across the Group continue to advance their safety performance year on year, this record sets a powerful example of how consistent procedures, engaged teams, and a proactive safety mindset can compound into lasting impact over time.

1,000 days without a lost-time injury (LTI)



**E&C Excellence - Elsewedy Electric PSP Rabigh:
+7 million Safe Man-Hours with Zero LTIs**

At the Rabigh 1,200 MW Combined Cycle Power Plant in Saudi Arabia, Elsewedy Electric PSP's flagship fast-track megaproject for the Saudi Electricity Company (SEC), the subsidiary established an uncompromising safety culture from the first day of mobilization, applied consistently to its own employees, subcontractors, and every individual entering the site. By 2025, the project had logged more than seven million safe man-hours with zero Lost Time Injuries, an achievement recognized externally through the SEC CEO Excellence Award. The case demonstrates how high-paced, mega-scale E&C execution can be delivered without compromising the Group's Zero Harm standard, and it provides a reference model for the broader E&C portfolio.

Looking ahead, the Group's ambition remains unchanged: to progressively eliminate workplace incidents across all operations. By doubling down on operational discipline, targeted action plans, and continuous learning from both incidents and near-misses, Elsewedy Electric aims to achieve sustained reductions in risk exposure and to ensure that every person across its operations is protected, respected, and safe.



**2025 H&S indicators across the Group's manufacturing facilities,
E&C projects, and turnkey**



Supporting performance indicators (2025, Group consolidated)



Diversity, Equity, and Holistic Well-being

Context

Across global business, the expectations placed on employers around Diversity, Equity, and Inclusion (DEI), and the broader agenda of holistic well-being, have moved decisively from the margins to the centre of stakeholder evaluation. Investors, customers, regulators, and prospective employees alike are increasingly looking for organizations that build resilient, diverse, and inclusive workplaces, recognizing that such environments are linked directly to long-term talent retention, innovation, and sustainable growth. The intensification of economic, political, and social pressures over recent years has only reinforced this trend, raising the importance of supportive and inclusive work environments as a precondition for organizational resilience.

At Elsewedy Electric Group, this evolving landscape is approached as both a responsibility and a strategic priority. DEI and employee well-being are integrated into the Group's people strategy and embedded into the broader sustainability agenda, reinforcing a corporate culture grounded in respect, fairness, collaboration, and equal opportunity. The objective is not only to mirror the diversity of the societies in which the Group operates, but to ensure that every employee, regardless of gender, age, background, ability, or geography, has access to the same opportunities to contribute, develop, and lead.

Risks and Opportunities

Failing to meaningfully address diversity, inclusion, and equity carries direct operational and strategic risks for industrial groups of Elsewedy Electric's scale and footprint. Inadequate attention to these matters can translate into lower employee engagement, higher turnover, reduced collaboration, and increased difficulty in attracting and retaining talent across different backgrounds, generations, and perspectives. A lack of equitable practices may further undermine workplace culture, productivity, regulatory compliance, and corporate reputation, particularly in markets where social and labor expectations are evolving rapidly.

Conversely, embedding diversity and inclusion into organizational processes, leadership practices, and day-to-day operations generates meaningful opportunities for sustainable business growth. Diverse teams expand perspectives, strengthen innovation, improve decision-making, and enhance organizational agility, while inclusive work environments are increasingly recognized as a magnet for younger generations and a powerful driver of employee loyalty and performance. Elsewedy Electric Group continuously monitors internal and external trends, listens to stakeholder expectations, and acts on employee feedback to further strengthen its inclusive culture and support long-term organizational success.

Our Management Approach

A collaborative, cross-functional governance structure underpins the implementation of Elsewedy Electric Group's Diversity, Equity, Inclusion, and Well-being strategy across the Group. Led by the Human Resources function and overseen by the Chief Sustainability Officer, the sustainability team works closely with Human Resources, Sustainability, Compliance, Risk Management, Internal Communications, Marketing, and Employer Branding to advance DEI-related initiatives and to monitor progress consistently across the organization.

This shared governance model ensures that DEI is not treated as an isolated HR program but as an integrated business priority embedded in policy, decision-making, communication, and corporate identity.

The Group's approach is supported by a comprehensive framework of internal policies, procedures, and employee practices designed to promote fairness, inclusion, transparency, and equal opportunities at every stage of the employee experience. These policies collectively define expected behaviours, the rights of every employee, and the safeguards in place to protect those rights in practice. Read more about our Employee Code of Conduct on our website.

Read more about our Employee Code of Conduct on our [website](#).



Relevant Policies

Employee Code of Conduct

Human Rights Policy

Diversity, Inclusion and Non-Discrimination Policy

Child and Forced Labor Policy

Anti-Sexual Harassment Policy

Disability Accommodation Policy

Parental Leave Policy

Retrenchment Policy

COVID-19 Policy

HIV-AIDS Policy

Worker Accommodation Policy

Migrant Workers Policy

HR Policies: Manpower Planning, Goal Setting, Performance Appraisal, Promotion, Merit Increase, Mobility, Dress Code, Re-Employment

Our Progress

Instilling Fairness from the Outset

At Elsewedy Electric Group, equity is treated as more than a stated principle, it is an embedded operating standard that shapes every stage of the employee experience. From hiring through career progression and into compensation and performance evaluation, the Group's approach is designed to ensure that talent decisions are rooted in merit, aligned with the Group's core values, and free from bias.

Transparent career pathways and equal access to development opportunities support every individual's potential, while the Group's compensation structures continue to uphold the principle of equal pay for equal work.

These commitments are reinforced through bias-conscious tools, structured evaluation methods, and continuous refinement of the supporting processes, ensuring that fairness is actively practiced rather than merely promised. The Group's compensation framework is monitored through Gender Pay Gap indicators and the Annual Total Compensation Ratio disclosure, both reviewed annually by the Human Resources function, with detailed figures provided in the Group ESG appendix.

Advancing Gender Diversity across the Workforce

Elsewedy Electric Group's workforce stood at 23,825 employees at the end of 2025, reflecting the Group's continued growth and geographical expansion across more than 60 countries of operation. Women currently represent 8 percent of the total workforce, 14 percent at staff level and 3 percent at labor level, and the Group acknowledges that, while meaningful progress has been made in advancing gender diversity, significant work still lies ahead, particularly within blue-collar and front-line manufacturing roles where talent pipelines for women remain historically underdeveloped in the markets in which the Group operates.

Under the 2020–2030 Sustainability Strategy, Elsewedy Electric Group has committed to reaching 30 percent women within the workforce by 2030, alongside 20 to 25 percent women in Board and management positions by the same horizon. The Group's 2025 leadership representation provides a measurable foundation for this trajectory: women already represent 30 percent of the Board, 9.6 percent of Top and Middle Management roles combined, and 10.6 percent of Junior Management. At entity level, several subsidiaries demonstrate that gender targets are reachable through dedicated, regionally tailored initiatives, most notably Iskraemeco Slovenia and Elsewedy Technical Academy (STA), where women represent 37 percent of the 341-employee headcount. These outcomes illustrate that, where business context allows it, near-gender-parity is operationally achievable across the Group.

People & Society



Diversity and Inclusion

Our 2030 Commitment

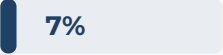
30% women within the workforce

Women represent 8% of the Group's workforce in 2025; dedicated programs continue to expand female representation across technical and leadership roles.

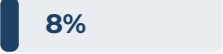
2030 Target

30% women representation

2020 Baseline



2025 Performance



8%

Women within the workforce - 2025 performance (baseline 7% in 2020)

30%

Women within the workforce - 2030 Group target

20-25%

Women in Board and management positions - 2030 Group target



Further Advancements

The Group's ongoing focus on fostering inclusive workplaces is reflected in the gender balance achieved by several subsidiaries. Iskraemeco Slovenia closed 2025 with women representing 49 percent of its 636-employee workforce, while Iskraemeco Malaysia maintained near-equal female representation at approximately 47 percent of its workforce. These outcomes reflect steady, locally tailored progress toward broader gender inclusion across the Group and provide replicable benchmarks for the wider organization.

47%

Female representation in Iskraemeco Malaysia

49%

Female representation in Iskraemeco Slovenia

Across the Group, gender representation continues to vary significantly by employee category, a pattern that drives the Group's targeted interventions in recruitment, development, and progression. The chart below summarizes women's representation across employee categories at year-end 2025.

Women's Representation Across the Group by Employee Category (2025)



Advancing Women's Empowerment and Mental Well-being

In celebration of International Women's Day, Elsewedy Electric collaborated with Safe Egypt to host a dedicated mental health and well-being workshop led by Sara Aziz. Organized under the global #AccelerateAction theme, the initiative highlighted the importance of fostering safe, supportive, and empowering environments where women feel encouraged to openly discuss mental health, personal challenges, resilience, and overall well-being. The session emphasized that advancing gender inclusion extends beyond professional opportunities and representation, requiring workplaces that actively support psychological safety, open dialogue, and holistic well-being. By creating spaces that encourage awareness, connection, and mutual support, Elsewedy Electric continues to strengthen a more inclusive workplace culture that values women's empowerment, emotional well-being, and equal participation across the organization.

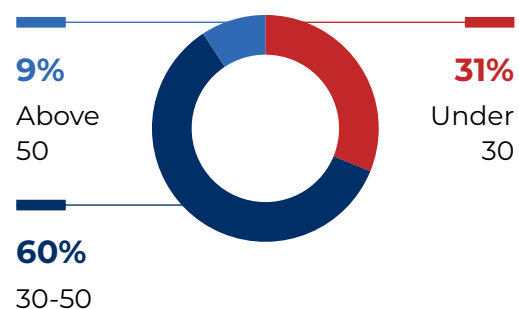


Generational Diversity

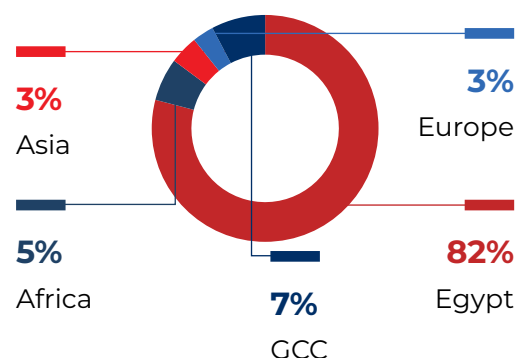
At Elsewedy Electric Group, we continue to foster a culture in which continuous development is accessible at every career stage. The Group's approach emphasizes cross-generational learning, blending the energy of emerging talent with the wisdom of experienced professionals to drive innovation and sustained growth.

Through a combination of internships, structured mentoring, codified development plans, and dedicated early-career events, the Group ensures that talent is supported from day one, while remaining equally committed to enriching the journeys of employees in later career stages by offering meaningful development opportunities and encouraging knowledge sharing across generations. This dual focus not only strengthens the talent pipeline but also reinforces a dynamic, future-ready workforce. The 2025 workforce composition reflects this generational balance, with employees under 30 representing 32 percent of the total workforce, employees aged 30 to 50 representing 58 percent, and employees above 50 representing 10 percent.

Workforce Breakdown by Age, 2025



Workforce Breakdown by Region, 2025



Localizing Diversity Globalizing Impact

Elsewedy Electric Group's presence across more than 60 countries is defined not only by operational footprint but, more importantly, by deep integration with the local communities the Group serves. By prioritizing localized solutions and culturally attuned people strategies, the Group ensures that its offerings are relevant, agile, and high in quality.

This approach goes hand in hand with the Group's commitment to building diverse teams whose composition reflects the unique makeup of each market. Local talent is empowered to step into roles at all levels, including leadership, contributing both locally and globally. Rather than applying a one-size-fits-all model to diversity, the Group relies on regional teams to shape their own priorities and actions, anchored in the realities, values, and ambitions of their environments.

Driving Disability Inclusion and Accessibility Forward

As of the end of 2025, Elsewedy Electric Group employs 353 individuals with special capabilities, representing 2 percent of the Group's global workforce. This reflects the Group's continued efforts to promote intersectional inclusion through the Disability Accommodation Policy (ESMS A2-9), which maintains inclusive practices and adapts workplace settings to ensure accessibility and fair opportunity for all employees.

Rather than merely meeting compliance, the Group's approach focuses on cultivating an environment where all forms of disability, whether visible or not, permanent or temporary, are met with understanding, flexibility, and support. Continuous internal awareness and education efforts also play a vital role in fostering a culture that champions accessibility and empowers every employee to contribute fully.

During 2025, the Group also welcomed 518 new hires with special capabilities, representing 2.2 percent of total joiners, reflecting the integration of disability inclusion into the broader recruitment cycle rather than as an isolated initiative.

518

Employees with special capabilities, representing 2% of the global workforce



Employee Engagement and Support

Employee well-being remains a cornerstone of Elsewedy Electric Group's culture. The Group believes that fostering a positive, people-centered environment is essential to enabling personal growth, organizational resilience, and long-term success. This belief is embedded in how the Group cares for its workforce: not only by meeting essential needs but by nurturing a sense of belonging, purpose, and alignment with the Group's broader vision. Through ongoing support and inclusive engagement efforts, every individual is encouraged to actively participate in shaping the workplace and contributing to the Group's journey. The approach places strong emphasis on meaningful involvement, tailored guidance, and a healthy work-life balance, recognizing that when employees feel supported and connected, their motivation and contribution naturally thrive.

To translate this commitment into measurable progress, the Group monitors engagement through a structured Q3 Engagement Survey covering 16 dedicated pillars, complemented by satisfaction surveys at key moments in the employee journey, induction, training, goal setting, performance appraisal, and the Graduate Development Program (GDP). The 2025 results, summarized below, demonstrate high levels of employee engagement, learning satisfaction, talent retention, and employee advocacy, reflecting the Group's continued focus on building an inclusive and supportive workplace.

People & Society



Employee Development

Our annual commitment

Maintain workplace satisfaction levels above 85%

In 2025, Elsewedy Electric continued to assess employee experience through its annual engagement survey, covering 16 key pillars of the employee lifecycle. The survey achieved a 70% response rate, with an overall employee satisfaction score of 75% and an Employee Net Promoter Score (eNPS) of 56. Employee feedback also reflected high levels of satisfaction with key people practices, including training and development (97%), induction quality (91%), goal setting (93%), performance appraisal (76%), and the Graduate Development Programme (78%). In addition, the Group maintained a 92.6% retention rate for top talent, demonstrating the effectiveness of its employee engagement and talent development initiatives.

Annual Target

Greater than or equal to 85%

2025 Performance

75%



75%

Employee satisfaction rate from the 2025 annual engagement survey (70% response rate across the Group)



56

Group-wide Net Promoter Score (NPS) from the 2025 engagement assessment



92.6%

Top talent retention rate maintained throughout 2025



97%

Training quality satisfaction recorded across the Group's learning programs



Listening to employees also means acting on what they say. Where satisfaction scores indicated lower performance, particularly on questions related to total compensation, which reached 53 percent satisfaction, the Group is actively responding through comp-ratio reviews and the exploration of non-traditional benefit schemes. Notably, all questions identified as the "Bottom 10" in the 2024 engagement survey recorded improved satisfaction in 2025, validating the effectiveness of targeted engagement and corrective action.

Parental leave usage offers a further indicator of the Group's well-being maturity. During 2025, 39 employees took maternity leave, all of whom returned to work after the leave period and remained employed twelve months later, translating into a 100 percent return-to-work rate and 100 percent retention rate.



Supporting Women's Health Across the Workplace

Supporting employee well-being extends beyond the workplace and includes fostering a culture of awareness, prevention, and care. As part of its commitment to holistic well-being and women's health, Elsewedy Electric organized a breast cancer awareness session in collaboration with Baheya Foundation, one of Egypt's leading organizations dedicated to women's health and early detection awareness initiatives.

The session aimed to increase awareness among female employees about the importance of early detection, preventive healthcare, and regular medical screening, while also encouraging open dialogue around health and well-being. Through initiatives such as these, Elsewedy Electric continues to promote a supportive and people-centered workplace culture that prioritizes employee care, awareness, and long-term well-being.



Supporting Mental Well-being and Emotional Resilience

Recognizing the importance of mental health in fostering a healthy and productive workplace, Elsewedy Electric marked World Mental Health Day by hosting a dedicated Mental Health Workshop for employees. Led by Nourhan Maher, Positive Psychology and Well-Being Coach, and supported by Eva Cosmetics, the session focused on promoting emotional well-being, self-awareness, resilience, and work-life balance.

The workshop provided employees with practical tools and guidance to help manage everyday challenges, strengthen emotional resilience, and encourage open conversations around mental health. Through initiatives such as these, Elsewedy Electric continues to cultivate a supportive workplace culture that prioritizes employee well-being, psychological safety, and holistic personal development.



Strengthening Employee Engagement and Workplace Culture

As part of its commitment to fostering a connected and inclusive workplace culture, ELSEWEDY CABLES organized a Ramadan factory Iftar that brought employees together to celebrate the spirit of the holy month in a welcoming and collaborative environment.

The gathering provided an opportunity to strengthen team bonds, encourage employee engagement, and reinforce the values of unity, appreciation, and mutual respect across the workplace.

Talent Attraction and Development

Context

Attracting, developing, and retaining talent remains one of the most important enablers of long-term performance for any global industrial group. As businesses expand into new markets and adapt to a rapidly changing world, characterized by digital disruption, accelerated automation, and the rising importance of technical and engineering skills, focused investment in workforce capability has become essential. For Elsewedy Electric Group, talent is treated as a primary capital asset alongside production capacity, technology, and infrastructure. The Group is therefore committed to creating and implementing a comprehensive workforce and talent strategy that builds, optimizes, and enhances human capital while strengthening the overall work culture for both employees and leaders.

Risks, Impacts, and Opportunities

Failing to attract, develop, and retain top talent, particularly for critical technical, engineering, and digital skills, would carry significant business risks for Elsewedy Electric Group, ranging from increased recruiting costs and persistent skill gaps to weakened succession pipelines and damage to the Group's employer brand. Conversely, when these capabilities are managed with discipline, the same risks become strategic opportunities. The Group's enhanced talent management system enables annual reviews of development plans, the identification of key talent, and structured preparation for key successions and developments. Annual performance and development assessments ensure fair, transparent, and competitive rewards, supported by regular career conversations, while tailored learning and development programs for employees at different career stages and within different talent segments ensure that the Group invests in talent at all levels. Together, these mechanisms create equitable opportunities for every employee to learn, grow, and manage their career.

Our Management Approach

The Human Resources function at Elsewedy Electric Group continually evaluates the overall well-being of the Group's workforce through routine capability meetings, structured assessments, and engagement surveys.

These discussions guide critical decisions on recruitment, succession planning, and the refinement of talent-attraction and development strategies, including expert talent, digital talent, and top-potential talent. The Group views all employees as valuable assets and strives to empower them to reach their full potential, fostering skill development and career advancement opportunities.

To this end, the Group also invests in continuous learning and development initiatives, including partnerships with universities, technical academies, and global learning platforms. A strong emphasis is placed on the leadership roles and responsibilities of managers, who play a critical role in navigating today's uncertain and dynamic business environment.



Relevant Policies

Promotion Policy

End-of-Year Performance Appraisal Policy

Recognition Policy

Manpower Planning, Goal Setting, Performance Appraisal

Talent Review Meeting and Re-Employment Policy

Spark Program, Salary Adjustment, and Overseas Travel

Our Progress

Strengthening Future Talent and Leadership Development

Elsewedy Electric Group celebrated the second edition of its Annual Graduation Ceremony during 2025, reaffirming its commitment to continuous learning, talent development, and leadership empowerment across the organization. Held in the presence of Eng. Ahmed Elsewedy and members of the executive leadership team, the event highlighted key achievements across the Group's Learning and Development framework and formally recognized the successful graduation of participants from the Master Academies, the Graduate Development Program (GDP), and the Internship Program.

The ceremony also celebrated the academic achievements of employees' children who excelled in their Thanawya Amma examinations, reflecting the Group's people-centered culture and its appreciation for both professional and personal accomplishments. A key highlight was the "Meet the CEO" session, during which GDP participants and interns engaged directly with Eng. Ahmed Elsewedy, gaining valuable leadership insights and inspiration. Through initiatives such as these, the Group continues to foster a culture of learning, engagement, and excellence while equipping future leaders with the skills, knowledge, and values needed to drive long-term organizational success.



The Group's talent attraction and development approach is operationalized through a comprehensive set of corporate HR policies aligned with the ESMS framework, including Manpower Planning, Goal Setting, 360 Multi-Source Feedback, Performance Appraisal, Talent Review Meeting, Promotion, Merit Increase, Mobility, Spark Program, Salary Adjustment, Overseas Travel, and Re-Employment, reinforced by the ESMS Training Procedures (ESMS A12).

The Group's 2020–2030 Sustainability Strategy commits to achieving and maintaining Top Employer Certification, assessing KPIs related to productivity optimization, and maintaining workplace satisfaction levels above 85 percent annually. In 2025, the Group's annual workforce planning cycle integrated more than 1,000 early-career professionals across business segments, reflecting a sustained commitment to building the next generation of technical, engineering, and operational talent across the markets the Group serves.

Performance Reviews and Appraisals

Structured performance management remains a foundational lever in Elsewedy Electric Group's talent strategy, ensuring that every employee benefits from a documented annual conversation on goals, outcomes, and development pathways. The Group's End-of-Year Performance Appraisal Policy and Talent Review Meeting framework, operating under the ESMS framework, set consistent expectations for evaluation quality, calibration, and follow-through across business units and geographies.

During 2025, the Group made measurable progress in mainstreaming structured performance dialogue across all employee categories, with particularly strong coverage at management and senior-professional levels. The breakdown below summarizes the Group's 2025 performance-review reach.

20,946

Employees received a formal performance and career development review across the Group in 2025



88%

Of the eligible Group workforce engaged in a structured 2025 review cycle



76%

Appraisal-quality satisfaction score from the 2025 engagement survey





Empowering Innovation and Entrepreneurial Talent - Shark Tank Egypt partnership

During 2025, Elsewedy Electric Group entered into a strategic partnership with Shark Tank Egypt to support entrepreneurship, innovation, and the development of future-ready business solutions. The partnership reflects the Group's commitment to empowering the next generation of entrepreneurs and innovators by fostering opportunities for growth, creativity, and industry collaboration.

Through this collaboration, the Group aims to contribute to the advancement of innovative ideas and sustainable business models that support Egypt's evolving economic landscape, while reinforcing its broader focus on innovation-driven growth, youth empowerment, and the development of a more sustainable and future-oriented industrial ecosystem.

Expanding International Learning and Career Opportunities

In collaboration with Elsewedy University of Technology (SU Tech) and Afreximbank, Elsewedy Electric Group launched an international internship program aimed at providing students with practical learning opportunities and cross-border professional exposure. The program offers placements across Group operations in Nigeria, Ethiopia, Ghana, and Tanzania within the fields of Technology, Engineering, and Business. Designed for third- and fourth-year university students, the initiative seeks to equip young talent with hands-on industry experience, professional networking opportunities, and exposure to real business environments, helping enhance employability and career readiness. Through initiatives such as these, the Group continues to invest in youth empowerment, regional talent development, and the building of a future-ready workforce capable of contributing to sustainable economic growth across Africa.



Rowad Academy & Learning Management System (Rowad Modern Engineering)



In 2025, Rowad Modern Engineering launched the first phase of a new Learning Management System (LMS) reaching over 1,500 active employees, and established Rowad Academy as a comprehensive learning hub uniting all professional-development initiatives across the subsidiary. The Academy secured four international scholarships in Japan for cross-border technical training and delivered quarterly webinars on AI Awareness and Personal Branding that reached more than 650 employees, reinforcing the Group's commitment to continuous learning and future-ready skills across its engineering and construction workforce.

Internship Program 2025: Empowering Future Talent at Scale

Building on the BEAM pillar within the Learning & Development framework, the 2025 Internship Program emerged as one of the year's flagship early-talent achievements. Following the program announcement, Elsewedy Electric Group received 14,500 applications within just two days, reflecting the strong reputation the Group has built among students and young professionals globally. Following a rigorous selection process, 450 interns were welcomed across eight countries: Egypt, Indonesia, Tanzania, Algeria, the United Arab Emirates, Qatar, Pakistan, and Ethiopia.

The program was designed as a Self-Discovery journey, exposing interns to real business challenges through factory visits, hands-on departmental assignments, and direct engagement with the Group's operational excellence teams. Interns were placed across diverse functions including Business, Informatics, Engineering, Law, and Computer Science. A notable milestone during 2025 was the involvement of the newly established Corporate AI Department, which hosted 20 interns, several of whom were subsequently hired into full-time roles.

The program emphasized both technical exposure and personal development. The Learning & Development team delivered training across all participating countries covering communication, collaboration, and personal branding (iBrand). Interns also participated in CSR initiatives, including community work with the Egyptian Food Bank and Clothing Bank, reinforcing the Group's commitment to sustainability and social responsibility. Partner universities included GUC, AUC, Ain Shams University, Cairo University, and Coventry University in Egypt; Qatar University, Hamad Bin Khalifa University, and Texas A&M University in Qatar; Boumerdes University and ENP University in Algeria; the University of Indonesia and Gadjah Mada University in Indonesia; St. Joseph University, Dar es Salaam University, and Arusha Technical College in Tanzania; and visiting students from Cardiff University and the University of Leeds.

The program concluded with the second edition of the Annual Graduation Ceremony, where interns engaged directly with CEO Eng. Ahmed Elsewedy, gaining insights and practical advice for career development. The 2025 Internship Program has not only enriched the learning journey of participating students but has also strengthened Elsewedy Electric's global talent pipeline, with an impressive satisfaction rate reinforcing the BEAM pillar's role in preparing the next generation of professionals.



Investing in Growth at Every Stage

Elsewedy Electric Group continued to integrate learning into day-to-day operations during 2025, delivering a total of 111,251 training hours across the Group with an average of 4.7 training hours per employee. While total hours reflect a more focused, role-specific approach following the broad-based scaling-up achieved in 2024, average training hours for female employees reached 8.9 hours in 2025, nearly double the male average of 4.3 hours, reflecting the Group's deliberate commitment to female workforce development and progression.

Development efforts during the year were designed to be practical and responsive, helping employees adapt, perform, and progress in a dynamic work environment. Across employee categories, training depth was particularly concentrated at Middle Management level (172 hours per employee on average), supported by the Functional Academies framework, including Advanced, Intermediate, and Foundation tracks, and the Top Leadership Hub (TLH), Group-wide Career Development Program (ECDP), and Graduate Development Program (GDP).

111,251

Total training hours delivered across the Group during 2025



4.7

Average training hours per employee at Group level in 2025



8.9

Average training hours per female employee in 2025, nearly double the male average of 4.3 hours



Igniting Potential - Empowering the Next Generation of Professionals

Through the Graduate Development Program (GDP), Elsewedy Electric Group continues to provide early-career professionals with a comprehensive development experience that prepares them for leadership roles. The program, which combines cross-functional rotations, hands-on training, and mentorship from senior leaders, ensures that participants gain both the technical and leadership skills needed for long-term success.

As part of the Group's ongoing commitment to nurturing talent, GDP participants have the exclusive opportunity to engage with the CEO through the quarterly Meet the CEO event series. This initiative fosters open communication, where employees can share their ideas and gain insights into the Group's vision. By consistently empowering future leaders, the Group reinforces its focus on long-term growth and innovation within the organization.

The 100 Program: Building a Leadership Pipeline

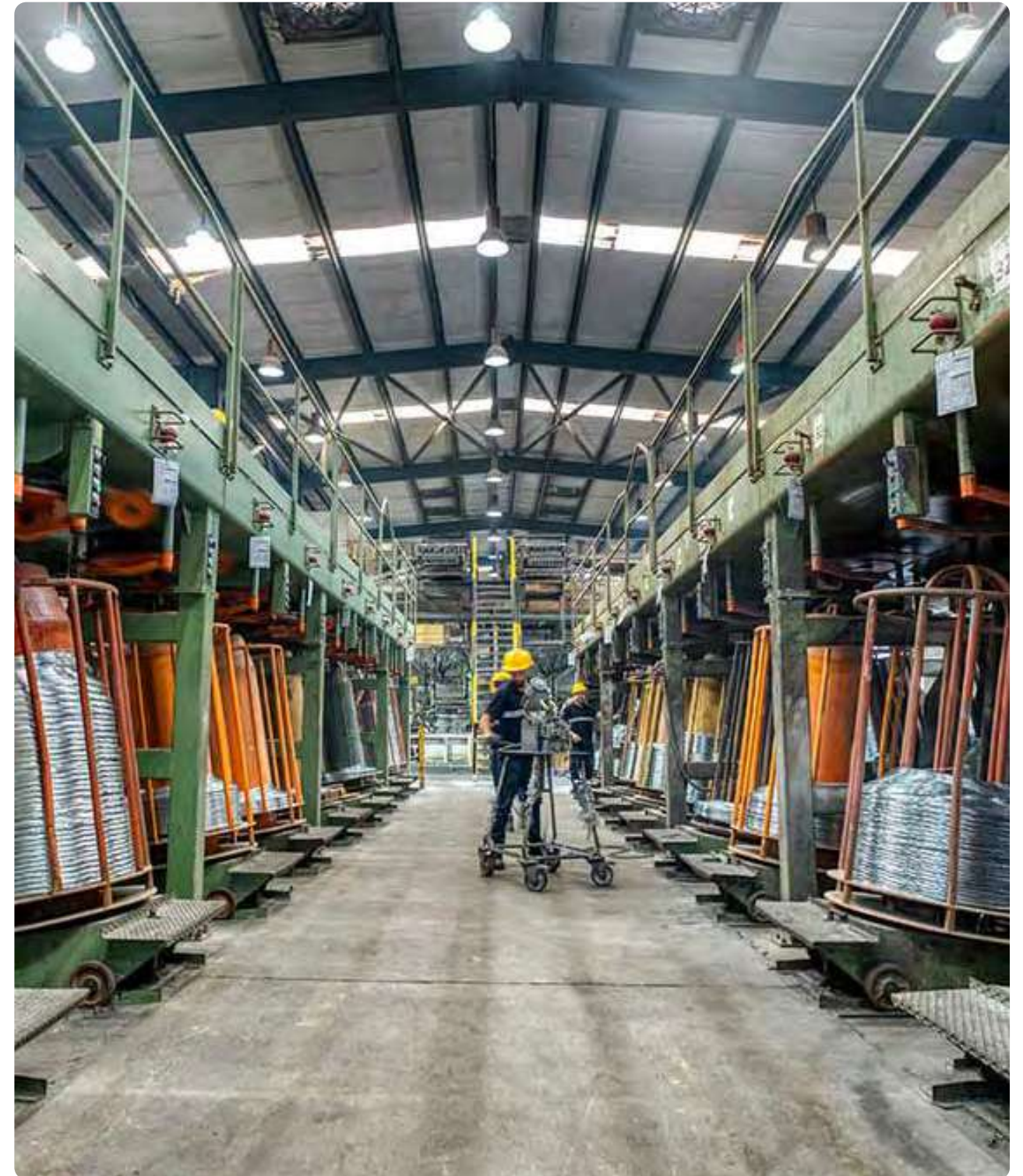
Developing future leaders from within the organization is an important component of Elsewedy Electric's long-term people strategy. The **100 Program** is a strategic talent acceleration initiative designed to identify and develop high-potential employees

through structured learning, leadership exposure, and targeted development opportunities that prepare them for future leadership and critical technical roles. By strengthening leadership readiness and supporting internal promotion, the programme enhances organizational capability, preserves institutional knowledge, and builds a sustainable pipeline of future leaders to support the Group's continued growth across its global operations

Succession Project: Securing Critical Positions

Maintaining leadership continuity across critical business functions is essential to ensuring operational resilience and long-term business success. Elsewedy Electric's **Succession Project** provides a structured approach to identifying successors for mission-critical leadership and technical positions while assessing successor readiness and supporting targeted development plans.

By strengthening succession planning across the organization, the project helps minimize operational disruption, facilitates the transfer of knowledge and expertise, and reinforces business continuity by ensuring that critical roles can be effectively filled as organizational needs evolve.



Compensation and Benefits

Context

In an increasingly competitive global labor market, the way an employer designs, communicates, and continuously refines its compensation and benefits proposition has become one of the most visible markers of how seriously it takes the well-being of its workforce. Employees in 2025 expect more than a competitive salary: they look for compensation packages that reflect their unique stage of life, recognize different working models, support flexibility, and align with values around fairness, transparency, and health. Companies leveraging compensation and benefits as a strategic instrument, rather than a back-office function, are increasingly outperforming peers on attraction, retention, and engagement metrics across all geographies.

For Elsewedy Electric Group, a competitive and equitable compensation framework is treated as a core lever of its sustainability and people strategy. The Group's approach reaches beyond fixed pay to integrate performance-based rewards, recognition programs, flexible work arrangements, personalized benefits, and progressive parental, wellness, and retention schemes. Together, these elements compose a holistic, health-conscious, and adaptable approach designed to support the evolving needs of a 23,825-strong global workforce operating across more than 60 countries. Through this approach, the Group continues to strengthen its reputation as a caring, responsible employer that treats its diverse workforce fairly and ethically, while building the employer brand needed to attract, motivate, and retain top talent across all business segments.

Risks and Opportunities

Failing to maintain a fair, competitive, and well-communicated compensation framework would expose Elsewedy Electric Group to direct risks: difficulty in attracting talent in highly contested markets, higher voluntary turnover among critical-skill profiles, weakened employee morale, and erosion of the employer brand built over decades. In sectors where engineering, digital, and technical skills are scarce, even small misalignments between pay structures and market norms can translate into measurable productivity losses. The 2025 engagement survey confirmed this sensitivity at Group level: while overall satisfaction reached 75 percent and the Net Promoter Score climbed to 56, the "fair total compensation" question recorded only 53 percent satisfaction, a clear signal calling for action.

Approached strategically, however, these risks open up significant opportunities. A well-designed compensation and benefits architecture allow the Group to differentiate itself as an employer of choice, motivate sustained high performance, build loyalty across generations of employees, and reinforce a values-driven culture. In response to the 2025 survey signal, the Group is actively revisiting its compensation-ratio framework and exploring non-traditional benefit schemes that better address modern workforce expectations, from flexibility and mental-health support to recognition mechanisms tied to innovation and impact. The Group's range of compensation and benefits programs is therefore designed not only to satisfy contractual expectations, but to deliver a meaningful Employee Value Proposition (EVP) that supports its long-term workforce sustainability ambitions.



Our Management Approach

Elsewedy Electric Group's compensation and benefits governance is anchored to the Compensation and Remuneration Committee, which oversees the consistency, competitiveness, and fairness of remuneration practices across the Group's operating geographies.

While the committee receives its delegated authority from the Board of Directors, all final decisions and action plans rest with the Board, ensuring that compensation policy remains aligned with the Group's broader strategy and stakeholder commitments.

The committee's mandate covers the establishment of compensation and benefits policies, periodic reviews of pay structures, the design of incentive compensation, benefits, and stock-option plans, and the setting of policies for management salaries, perquisites, and succession-aligned remuneration. The committee also oversees the development and implementation of succession plans across the organization, ensuring that compensation architecture is consistent with the Group's long-term leadership pipeline.

Beyond the formal governance layer, the Group is committed to creating a distinguished place to work by offering competitive, inclusive, and caring compensation and benefits that attract, motivate, and retain talent. The Group ensures fair and ethical treatment of its diverse workforce, positioning itself as a leading employer in the markets where it operates. Employees receive designs that support them at every stage of their lives, providing meaningful choices that enhance well-being, flexibility, and financial security. Recognition and rewards for high performance include competitive pay, differentiated rewards, incentive programs, employee shareholding, and career growth opportunities. All compensation and benefits adhere to inclusion principles and to the local agreements in force at each operating site.



Relevant Policies and procedures

Compensation and Remuneration Policy

Merit Increase Policy

Salary Adjustment Policy

Promotion Policy

Spark Recognition Program

Overseas Travel Policy (updated 31 Dec 2025)

Relocation Policy

Loan Policy

Parental Leave Policy

Retrenchment Policy

End-of-Service Settlement Procedure

Re-Employment Policy

Compensation

At Elsewedy Electric Group, the compensation philosophy is rooted in fairness, consistency, and market alignment. Salary structures are designed to reflect the scope and responsibilities of each role, combining base salaries with fixed allowances such as transportation and mobile support. To foster a high-performance culture, the Group also provides performance-based bonuses tied to individual achievements and measurable KPIs, ensuring that reward is connected to contribution rather than tenure alone. Fairness in compensation is supported by structured frameworks and internal controls that guide salary reviews and reward decisions: HR teams and line managers undergo regular training to uphold objectivity and minimize bias, ensuring that promotions, salary adjustments, and other career movements are driven by merit. This reinforces the Group's commitment to an equitable workplace where recognition is based on contribution.

Pay equity is monitored continuously across employee categories, and the Group transparently acknowledges that gaps remain to be closed.

In line with international best-practice disclosure (GRI 405-2), the Group reports its 2025 Gender Pay Indicators in the ESG appendix, alongside the Annual Total Compensation Ratio (GRI 2-21) of 45.0, the ratio of the highest-paid individual's annual total compensation to the median compensation of all other employees, and a ratio of the percentage increase in compensation of 0.13 between the highest-paid individual and the median employee. These disclosures are part of the Group's broader commitment to transparency in remuneration governance and to driving a more balanced compensation structure across operating geographies.

The Group's Human Resources function launched a structured response during the reporting year: a comprehensive compa-ratio review across employee categories, the design of non-traditional benefit schemes to complement direct pay, and the calibration of merit-increase practices against external market benchmarks. Notably, all questions identified as the "Bottom 10" in the 2024 engagement survey recorded improved satisfaction in 2025, validating the effectiveness of targeted engagement and corrective action across the Group's compensation framework.

End-of-service arrangements form an important part of the Group's compensation philosophy. The Group upholds clear and compliant practices for end-of-service payments, customized based on the nature of each departure, and tailored to local statutory requirements across operating geographies. For employees reaching retirement, dedicated provisions support a dignified and smooth transition, reflecting the Group's enduring respect for their service and well-being beyond their time with the company.



SPARK Recognition Program - rewarding excellence across five dimensions

During 2025, Elsewedy Electric Group launched SPARK, a comprehensive new recognition program designed to formally reward outstanding employee contributions across the organization. SPARK acknowledges excellence across five complementary dimensions: competency-based performance, cost-saving initiatives, project achievements, on-the-spot efforts, and AI implementation ideas.

The latter category was added in alignment with the Group's broader digital transformation agenda, ensuring that contributions to the rollout of artificial intelligence and data-driven workflows, championed by the newly established Corporate AI & Data Department, are explicitly recognized within the rewards architecture. By widening the lens through which excellence is celebrated, SPARK reinforces a culture where high performance is visible, valued, and rewarded across all business segments.



Benefits

Beyond direct compensation, Elsewedy Electric Group continues to strengthen the employee experience through a well-rounded package of benefits supporting well-being, recognition, and work-life balance. These offerings are not standalone perks: they form part of a structured and evolving framework designed to consistently meet employee needs and reinforce a positive workplace culture across the Group's diverse footprint. The benefits architecture combines core lifecycle support, health coverage, transportation facilitation, educational assistance, and parental leave provisions, with experience-oriented offerings such as seasonal recognition gifts, wellness initiatives, sports activities, partner-venue discounts, and community-focused social events. Together, these elements reinforce a sense of community, belonging, and shared purpose across the organization.

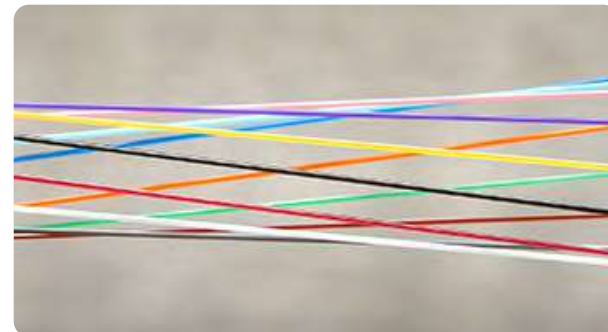
At a structural level, the Group's benefits framework is organized around six pillars, each addressing a distinct dimension of the employee experience. The matrix below summarizes the Group-level approach across these pillars; subsidiary-specific extensions and case studies follow in the subsequent section.

Pillar	What this looks like across the Group
Health & Well-being	Comprehensive medical coverage extended to employees through accredited service providers, complemented by on-site occupational health services, wellness initiatives, and mental health awareness sessions. Includes preventive-care campaigns such as the 2025 Breast Cancer Awareness session with the Baheya Foundation and the World Mental Health Day workshop.
Family & Work-Life Balance	Parental leave provisions in line with local statutory requirements, complemented by reintegration support designed to make the transition back to work as smooth as possible. In 2025, 39 employees took maternity leave with a 100 percent return-to-work rate and 100 percent twelve-month retention rate.
Recognition & Rewards	Performance-based bonuses tied to individual KPIs, complemented by the newly launched SPARK Recognition Program rewarding excellence across competency, cost-saving, project, on-the-spot, and AI-implementation dimensions. Employee share-ownership and incentive schemes complement the direct-pay structure.
Mobility & Flexibility	Structured Overseas Travel Policy (updated December 2025), Relocation Policy, and internal-mobility frameworks supporting career growth across geographies. Cross-functional assignments and the Spark Program enable employees to expand their experience within the Group rather than outside it.
Financial Support	Loan Policy supporting employees during life events, transportation and mobile-support allowances embedded in base packages, and end-of-service settlements customized to the nature of each departure and aligned with local statutory requirements.
Connection & Culture	Seasonal gifts, wellness initiatives, sports tournaments, social events, and culturally meaningful gatherings such as the Elsewedy Cables Ramadan factory Iftar. These touchpoints strengthen team bonds and reinforce a sense of community across the Group's diverse footprint.

Parental Leave

Elsewedy Electric Group recognizes the importance of work-life balance and is committed to supporting employees through every stage of their career. The Group's Parental Leave Policy provides the flexibility employees need to manage both family responsibilities and professional growth, ensuring that taking the time required for family events does not come at the cost of role continuity or career trajectory. To make the transition back to work as smooth as possible, the Group offers tailored reintegration support, helping employees return seamlessly and sustain the healthy balance that underpins long-term engagement, productivity, and job satisfaction.

During 2025, parental leave utilization across the Group reflected the maturity of this framework. A total of 39 employees took maternity or parental leave during the year, all of whom returned to work after the leave period ended and remained employed twelve months later, translating into a 100 percent return-to-work rate and a 100 percent twelve-month retention rate. These outcomes are an important leading indicator of how well the Group's flexibility, reintegration, and culture frameworks operate in practice, and they will continue to be tracked as the Group expands its parental-leave offering in line with evolving international best practice.



39

Employees took maternity or parental leave across the Group during 2025



100%

Return-to-work rate following parental leave in 2025



100%

Twelve-month retention rate following parental leave in 2025



Subsidiary Spotlights - Compensation and Benefits in Practice

While the Group-level architecture sets consistent expectations across all subsidiaries, several entities have advanced the compensation and benefits agenda further through dedicated initiatives that respond to their specific workforce composition, geographic context, and operational profile. The following case studies illustrate how Group principles are translated into practice at subsidiary level.

Elsewedy Electric PSP: Standardized Benefits Catalogue and "Beyond Desk and Task" Wellbeing Program

Elsewedy Electric PSP, the Group's E&C powerhouse, advanced its compensation and benefits agenda during 2025 by standardizing and enhancing its total rewards through a comprehensive Benefits Catalogue. The initiative focused on aligning benefits with employee needs and improving the attraction and retention of key talent in a global E&C market, strengthening the subsidiary's Employee Value Proposition (EVP) and reinforcing its position as an employer of choice.

Complementing this, PSP advanced its holistic well-being agenda through the "Beyond Desk and Task" initiative, a program positioning well-being as a core business enabler rather than a peripheral perk. Developed in coordination with the internal communications team, the program addresses mental, financial, and physical health in an integrated way, fostering a culture of care that reduces burnout, builds resilience, and improves overall organizational productivity across PSP's diverse project sites. A complementary "Stay to Grow" initiative focuses on internal mobility and long-term career development, leveraging a dedicated Exit Interview Application to capture resignation drivers and inform retention strategies in a data-driven way.

Family-Friendly Company certification and psychological counseling

Iskraemeco Slovenia maintained its Family-Friendly Company certification throughout 2025, an externally validated recognition of the subsidiary's commitment to work-life balance and family-friendly working arrangements. During the year, the subsidiary further strengthened its well-being framework by introducing psychological counseling services available to all employees and their immediate families, recognizing that mental health support is increasingly central to the employee value proposition in advanced economies. The subsidiary maintains 100 percent collective bargaining agreement (CBA) coverage across its workforce, reflecting an unbroken commitment to formal labor relations and the protection of employee voice. Iskraemeco Slovenia's 2025 engagement survey recorded a 77 percent response rate, with the satisfaction score rising to 64 percent (up from 61 percent in 2024), validating the cumulative impact of progressive benefits and well-being investments.

Collective bargaining and labor relations across the Group

Collective bargaining agreements (CBAs) play a structural role in the Group's compensation governance, ensuring fair working conditions and open dialogue between management and employee representatives. During 2025, 100 percent of employees at Iskraemeco Slovenia and at Elsewedy Telecom were covered by collective bargaining agreements, while 63 percent of the workforce at Elsewedy Electric Pakistan operated under formal CBA frameworks. Beyond CBA coverage, the Group continues to invest in dedicated structural enhancements at facility level, Pakistan Transformers, for instance, expanded its workforce well-being commitments during 2025 by introducing systematic medical tests for all staff as part of its employee health offering.

ELSEWEDY
UTILITIES

DELIVERING ON OUR SOCIETAL COMMITMENTS

Commitment to Community Impact



Empowering the Next Generation: Elsewedy Technical Academy



Empowering Communities with Sustainable Energy Access



DELIVERING ON OUR SOCIETAL COMMITMENTS

For Elsewedy Electric, contributing to society is inseparable from how the Group does business.

Across the communities where it operates, the Group works to leave a lasting positive mark, investing in inclusive social initiatives and upholding responsible business practices that extend its impact well beyond its own operations.

Its efforts concentrate on the areas that matter most for long-term development: education, healthcare, and economic empowerment, each aimed at improving quality of life and widening access to opportunity.

For the Group, genuine sustainability reaches beyond environmental performance to encompass active investment in social well-being and in building strong, resilient communities.



2025 Key Highlights

EGP 500Mn

Elsewedy Electric
Foundation budget for
community investments



**450
Interns**

Participated in the 2025
Internship Program across
8 countries



**850
Students**

Graduated from Elsewedy
Technical Academy



Commitment to Community Impact

Context

Elsewedy Electric Group operates across diverse communities and geographies, with a clear ambition: to be a partner in social prosperity rather than only an industrial presence. The Group's community impact philosophy is rooted in trust, integrity, transparency, and accountability, ensuring that resources committed to community development are distributed fairly and reach those most in need.

This translates into structured investments in education, healthcare, and humanitarian assistance, and into active engagement with stakeholders, government partners, and civil society organizations across the Group's footprint. By aligning these efforts with the United Nations Sustainable Development Goals, the Group ensures that its community commitments contribute to broader societal progress alongside the operational and economic value it creates.

Within this broader social agenda, the Elsewedy Electric Foundation serves as the Group's principal vehicle for sustained community engagement, with a deliberate focus on critical health and education projects.

The Foundation's strategic priority is to strengthen technical and vocational education, enabling Egypt and the wider region to produce the skilled workforce required by modern industry.

By investing in education and technical training, the Foundation aims to nurture a generation of skilled professionals capable of contributing to societal resilience, economic growth, and long-term sustainable development, addressing both immediate educational needs and the deeper structural challenges that constrain community empowerment and industry innovation.

Our Management Approach

Community engagement and social investment activities across Elsewedy Electric Group are overseen by the Board of Directors and directly supervised by the Group Chief Sustainability Officer, who also serves as the Vice-Chairman of Elsewedy Electric Foundation.

Donations and community investments, set as a percentage of the Group's profit, are reviewed and approved annually by the General Assembly, providing a transparent governance mechanism for the allocation of social investment funds and ensuring that community commitments scale in line with the Group's financial performance and ethical obligations.

Elsewedy Electric Group is committed to adopting the highest standards of corporate social responsibility, ensuring that

the economic, environmental, and social dimensions of its operations are considered jointly in every project it undertakes.

For the 2025 reporting year, the Group renewed its commitment to allocate more than EGP 100 million to develop and enhance its social responsibility activities, channelled through the Elsewedy Electric Foundation and its operating partners.

The Foundation works hand-in-hand with technical academies, universities, hospitals, civil-society organizations, and humanitarian partners, translating Group-level commitments into measurable programs that reach students, patients, workers, and underprivileged communities in each operating geography.



Our Progress

Throughout the 2025 reporting year, Elsewedy Electric Group directed its CSR commitments toward social development programs spanning education, technical training, healthcare, and humanitarian assistance, reaching new regions and underserved populations through strategic partnerships, locally anchored initiatives, and the operational vehicle of the Elsewedy Electric Foundation.

The sub-sections that follow highlight the most significant achievements of the year across the four core pillars of the Group's community-impact framework: educational support, technical skills development, healthcare contributions, and humanitarian assistance and welfare.



EGP **500**Mn

In CSR investments commitment for 2025, channelled through Elsewedy Electric Foundation and its operating partners



Educational Support

Educational support remains the single largest pillar of Elsewedy Electric Group's community-impact work, reflecting the Group's conviction that long-term societal resilience starts with access to high-quality, employment-aligned learning opportunities. During 2025, the Group continued to expand its educational footprint, supporting students across multiple schools and academies with access to quality learning, mentorship, and pathways into productive employment.

The focus on long-term development was particularly visible in the Group's technical education footprint, with hundreds of students graduating from Elsewedy Technical Academy (STA) and securing employment opportunities through Elsewedy Electric and its industrial partners. Scholarships, financial-barrier removal, and targeted academic support continue to enable students from diverse socio-economic backgrounds to begin and complete their education within the Group's network of academic and vocational institutions.

Elsewedy Technical Academy (STA), Graduating the next generation

During 2025, STA celebrated the graduation of **855 students** from its Academy in 10th of Ramadan City, including the first cohort from the Elsewedy and Housing and Development Bank Technical Academy and Zohr Applied Technology School.

The ceremony also marked the graduation of STA's first cohort of students with disabilities, supported by ADCB, reinforcing its commitment to inclusive and equitable education. During the event, STA signed three strategic agreements with KfW, the National Bank of Egypt (NBE), and the World Sustainable Hospitality Alliance to expand educational opportunities, strengthen industry partnerships, and enhance graduate employability.

Building on this momentum, STA also partnered with the Ministry of Education and Technical Education and leading Italian institutions to establish **10 new Applied Technology Schools** across multiple specializations, further expanding access to industry-aligned technical education.

STA's leadership in industry-driven technical education was further recognized during 2025 through the signing of a Memorandum of Understanding to support the establishment of Egypt's new Centres of Competence (CoC) in Renewable Energy and Energy Efficiency.

Led by the Ministry of Education and Technical Education (MoETE), with support from the European Union and the German Development Bank (KfW), the initiative will see three pilot centers in Belbeis, Minya, and New Aswan operate as national hubs for skills development and innovation in the energy sector.

STA will contribute to shaping the curricula and training programs aligned with global standards, equipping graduates with practical, industry-relevant skills directly aligned with national workforce ambitions.



A new era of AI-powered education and hands-on learning

Elsowedy University of Technology (SU Tech), Egypt's first polytechnic institution offering a four-year Bachelor of Technology (B.Tech), is reshaping technical education through an AI-powered, industry-aligned model. Founded by Eng.

Ahmed Elsewedy, the university integrates 60 percent practical and 40 percent theoretical learning to bridge the gap between education and employability across Egypt's high-demand sectors.

Spanning 85,000 square meters and designed to host 15,000 students, SU Tech already welcomes more than 2,000 enrolled students within just three years of operation, supported by modern laboratories, innovation centers, specialized workshops, and full campus amenities including sports courts, gyms, F&B outlets, and gaming facilities.

The university offers more than 19 programs across high-demand fields such as AI & Data Science, Network & Cyber Security, Animation & Visual Design, Electrical & Electronic Engineering Technology, Energy Efficiency, Computer Science Technology, and Product Design.

With more than 70 industry partners and global academic collaborations, including Amity University Dubai, Texas A&M University, and Politecnico di Milano, SU Tech students gain access to international expertise and real-world career pathways. As a pioneer in AI-based learning, SU Tech combines technology, sustainability, and hands-on training to prepare the next generation of skilled professionals and advance Egypt's role in the global knowledge economy.

Internship Impact in 2025

Internships and structured early-career programs continued to play a central role in connecting Elsewedy Electric Group with the next generation of professionals during 2025. Under the Group's Learning & Development framework, the BEAM pillar focuses on early talent development, and this year's Internship Program emerged as one of the proudest achievements of the reporting year.

Following the program announcement, the Group received an overwhelming 14,500 applications within just two days, reflecting the strong reputation Elsewedy Electric has built among students and young professionals globally. Following a rigorous selection process, 450 interns were welcomed across eight countries: Egypt, Indonesia, Tanzania, Algeria, the United Arab Emirates, Qatar, Pakistan, and Ethiopia.

The 2025 Internship Program was designed as a Self-Discovery journey, exposing interns to real business challenges through factory visits, hands-on departmental assignments, and direct engagement with the Group's operational excellence teams.

Interns were placed across diverse functions including Business, Informatics, Engineering, Law, and Computer Science. A notable milestone during the reporting year was the involvement of the newly established Corporate AI Department, which hosted 20 interns, several of whom were subsequently hired into full-time roles.

The Learning & Development team delivered training across all participating countries covering communication, collaboration, and personal branding (iBrand), while interns also participated in

CSR initiatives including community work with the Egyptian Food Bank and Clothing Bank, reinforcing the Group's commitment to sustainability and social responsibility.

The program concluded with the second edition of the Annual Graduation Ceremony, where interns engaged directly with CEO Eng. Ahmed Elsewedy, gaining insights and practical advice for career development.

14,500

Applications received within just two days of the 2025 Internship Program announcement



450

Interns welcomed across eight countries, Egypt, Indonesia, Tanzania, Algeria, UAE, Qatar, Pakistan, Ethiopia



20

Interns hosted by the newly established Corporate AI Department, several hired into full-time roles



Career Days and University Partnerships

Elsewedy Electric Group continued to expand its global engagement with future generations of talent throughout 2025, participating in career fairs, hosting career days, and forming strategic partnerships with universities across Egypt, Algeria, Tanzania, Indonesia, and Saudi Arabia.

These initiatives provided students with insights into the Group's projects, career opportunities, and professional development workshops, helping bridge the gap between academia and industry.

In Egypt, Elsewedy Electric participated in several prominent career fairs including the AUC Employment Fair, AAST Cairo Employment Fair, Ain Shams Employment Fair, The Knowledge Hub Employment Fair, GUC's Employment Fair, Alexandria University's Career Day, and GIU's Readiness Week, connecting with thousands of students, sharing valuable knowledge about the energy sector, and offering guidance on career paths within the Group.

Internationally, the Group's engagement extended across Africa, Asia, and the Gulf. In Algeria, Elsewedy Electric hosted a successful career day at ENP University and signed a Memorandum of Understanding with Boumerdes University to deepen collaboration on internships and training.

In Tanzania, the Group returned with an Open Career Day at St. Joseph University and launched a new partnership with Arusha Technical College, where students were introduced to Elsewedy Electric's operations and engaged in training sessions designed to enhance their professional skills.

At the University of Indonesia, the Group kicked off a career day and signed a partnership agreement to offer internships, research projects, and career fairs, complemented by a dedicated training session on emotional intelligence.

In Riyadh, Elsewedy Electric KSA hosted a career day at SESP, offering career guidance and workshops on time management and personal branding, further solidifying the Group's commitment to developing talent across the Middle East.

Technical Skills Development

Beyond formal education, Elsewedy Electric Group continued to invest in technical skills development at community level, training local technicians, electricians, and industry professionals across multiple geographies during 2025.

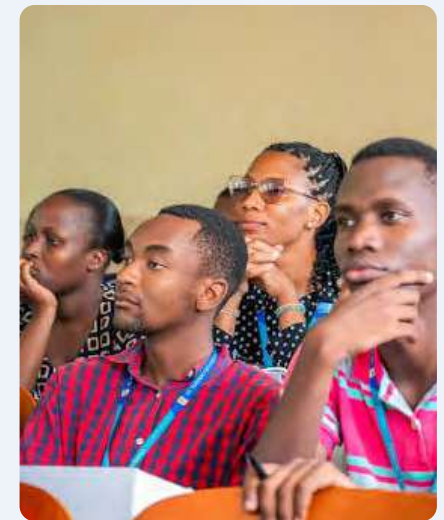
These programs are designed to strengthen the technical foundation of local workforces, equip them to operate safely with modern electrical and energy infrastructure, and build the in-country expertise needed to sustain the long-term performance of the assets the Group helps deploy.

By combining classroom theory with practical hands-on training and product application sessions, these initiatives create durable capability transfer in the markets where the Group operates.

Supporting Technical Skills Development in Tanzania

More than 200 electricians and technicians participated in Elsewedy Electric's Fundi Seminars held in Dodoma and Arusha during 2025, reinforcing the Group's commitment to technical education, knowledge sharing, and workforce development across East Africa.

The seminars combined practical training sessions with technical discussions focused on the application of high-quality cables and energy solutions. Participants gained hands-on exposure to industry practices and product applications, helping strengthen local technical capabilities and support professional development within the energy sector. By investing in technical training and community engagement initiatives, Elsewedy Electric continues contributing to the development of skilled local talent and supporting long-term industrial and economic growth across the markets it serves.



Supporting Knowledge Exchange and Technical Capacity Building

Elsewedy Electric KSA participated in an engineering knowledge exchange initiative in Damascus during 2025, organized in collaboration with the Public Establishment for Transmission and Distribution of Electricity and representatives from the Syrian Ministry of Energy.

The program brought together engineers and technical personnel to discuss international best practices and advanced technologies supporting energy infrastructure development and grid modernization.

The initiative focused on technical applications related to cable technologies and accessories, fiberglass poles, fiber optic infrastructure, and smart metering solutions, while also promoting operational efficiency, network reliability, and sustainable energy management practices. Through knowledge-sharing initiatives and technical collaboration programs, Elsewedy Electric continues supporting capacity building, technical expertise development, and long-term infrastructure resilience across the regional energy sector.



Healthcare Contributions

Advancing Sustainable Healthcare Infrastructure

In 2025, Rowad continued strengthening Elsewedy Electric's contribution to sustainable social infrastructure through the successful completion of the New Giza University Hospital project in Egypt. Developed in collaboration with New Giza for Real Estate and Development, the state-of-the-art healthcare facility was designed to enhance access to advanced and patient-centered healthcare services while supporting the development of modern medical infrastructure in the region.

The hospital includes 164 beds and 821 specialized rooms equipped with advanced medical technologies and healthcare systems designed to support a wide range of medical services and specialized treatment capabilities. Through this project, Elsewedy Electric continues contributing to improved healthcare accessibility, community wellbeing, and long-term social development while reinforcing its role in delivering resilient and future-ready infrastructure solutions.



Humanitarian Assistance and Welfare

Elsewedy Electric Group extends its impact beyond business by supporting vulnerable communities through targeted humanitarian initiatives. During 2025, this approach was reflected in the Group's contribution of EGP 2.5 million to the Egyptian Clothing Bank and other welfare programs, providing essential aid and improving quality of life for individuals and families in need.

The Group's humanitarian work is operationalized through both Group-level partnerships and subsidiary-led initiatives, with Rowad Modern Engineering, in particular, continuing to play an active role in delivering community-empowerment programs across literacy, healthcare, and social welfare.

Rowad's Community Empowerment Initiatives in Egypt

Rowad Modern Engineering (RME), a subsidiary of Elsewedy Electric, continued to advance its social responsibility initiatives during 2025, focusing on literacy, healthcare, and community development. The ongoing "Rowad Without Illiteracy" initiative, delivered in collaboration with the Farouk El-Baz Foundation, provides on-site literacy programs for workers, enhancing their personal and professional growth, improving workplace communication, safety compliance, and productivity, while also opening new avenues for career advancement and community development.

Complementing this, Rowad's medical convoys offer on-site health check-ups, facilitating early detection of chronic conditions such as diabetes and hypertension. By promoting preventive healthcare and raising health awareness, these convoys contribute to improved workforce well-being and foster trust and loyalty among employees and the broader contractor community.

In a significant community development effort during 2025, Rowad spearheaded the extensive refurbishment of El Mabarra Orphanage for Girls in El Malek Elsaleh, Cairo. The project expanded the orphanage's capacity by more than 40 percent, adding 14 bedrooms, a 100-seat auditorium, a spacious kitchen and dining area, and a 1,000-square-meter garden. The renovation, supported by more than 40 collaborators including vendors and subcontractors, was inaugurated in the presence of H.E. Dr. Nevine El-Kabbaj, Minister of Social Solidarity, marking a transformative impact on the living conditions and well-being of the orphanage's residents.



Contributing to Community Wellbeing in Angola

Elsewedy Electric Group's commitment to social impact extended beyond its core markets through a community fundraising initiative in Angola. The initiative brought together Group employees and local community members during 2025 in a day centered around social connection, inclusion, and community support, with proceeds directed to supporting orphaned children in the country.

The initiative aimed to provide support for vulnerable children while creating a positive and engaging environment focused on well-being and human connection. Activities throughout the day encouraged interaction, participation, and shared experiences, reflecting the importance of social responsibility beyond business operations. Such initiatives reflect Elsewedy Electric's ongoing commitment to strengthening community relationships and creating positive social impact across the markets in which it operates.



Empowering the Next Generation: Elsewedy Technical Academy

Context

Elsewedy Technical Academy (STA), established by the Elsewedy Electric Foundation, is a pioneering institution dedicated to delivering innovative technical and vocational education and training (TVET) aligned with the most advanced international standards.

As the Group's technical education and vocational training arm, STA contributes directly to building a skilled, employable, and future-ready workforce in Egypt and the wider region. Its programmes are designed to develop the practical skills, technical competencies, and professional attitudes that young people need to thrive in a rapidly evolving labour market, while supporting the long-term development of the national TVET system.

STA forms part of the Group's broader education and capacity-building ecosystem, which also includes Elsewedy University of Technology (SUTech) and Elsewedy EDTECH. Together, these institutions reflect the Group's conviction that investing in human capital and equitable access to quality education is fundamental to inclusive economic growth and long-term social resilience.



Our Management Approach

STA's governance is anchored in the Board of Trustees of the Elsewedy Electric Foundation, which guides the academy's strategic direction and ensures that decisions are made through transparent and accountable processes.

The Board oversees that the interests of all stakeholders are protected and that resources are deployed in ways that generate meaningful societal value while responding to the genuine needs of students, employers, and communities.

The academy operates through clearly defined processes and policies that regulate the flow of work and are communicated to all staff to ensure consistent compliance.

These include a Procurement Manual, HR Policies, HSE Guidelines, a Students' Code of Conduct, and a Teachers' Manual, providing a structured framework for ethical, safe, and high-quality educational delivery.

Quality assurance is central to STA's operating model. The academy maintains an Educational Organization Management System (EOMS) certified to the ISO 21001:2018 international standard, which it has successfully renewed in reaffirmation of its commitment to continual improvement. Its Quality Policy sets measurable objectives, embeds a preventive and risk-based approach to error reduction, monitors stakeholder feedback, and is reinforced through an internal audit programme and an annual management review. This disciplined approach ensures that educational outcomes consistently meet, and aim to exceed, stakeholder expectations.

STA's work is guided by its 2020–2025 Strategy, built on four pillars: internationalization, through education delivered in line with international standards; open educational pathways that widen access to technical careers; reaching 10,000 beneficiaries, students and trainees, by 2025; and institutional financial sustainability.

These pillars translate the academy's vision of becoming a leading TVET institution into concrete operational priorities. The academy is supported by a dedicated team of more than 300 skilled employees across all of its locations.



STA IN 2025



Expanding Access Through Industry Partnership

Partnerships are at the heart of STA's model, enabling the academy to align its programmes with real labour-market needs and to extend access to high-quality, employment-focused education.

During 2025, STA continued to strengthen its collaboration with both the private and public sectors, signing a series of new cooperation and sponsorship agreements that expand opportunities for students across a diverse range of specializations.

These agreements included sponsorships with Suez Steel Co. for 64 students in steel production; EIPICO for 18 students in pharmaceutical manufacturing machine operation; EDECS for 16 students in programming and industrial applications; Guardian Glass for 16 students in glass manufacturing; and HIKMA Pharma for 16 students in pharmaceutical technology.

Agreements supporting practical training were also established with Swiss Garment for 36 students with disabilities in ready-made garments, M&A Glass for 18 students in glass production technology, ESTAR Steel – Ashry Group for 16 students in mechanical maintenance, Ezz Elsewedy Automotive for 20 students in automotive production, ROWAD Engineering for 24 students in construction, MIDOR for 16 orphaned students in electrical maintenance, and Free PL for 20 students in programming and applications.

Together, these collaborations provide students with sponsored access to education, real-world exposure, and a direct pathway into employment.

STA's broader network of trusted local and international technical partners, spanning chambers of commerce, business associations, and industrial groups, continues to underpin its goal of impacting 10,000 beneficiaries. This ecosystem ensures that curricula remain industry-relevant and that students gain meaningful hands-on experience alongside their academic learning.



Delivering World-Class Education and International Certification

STA is committed to delivering technical education that meets global benchmarks. Through partnerships with leading local and international academic institutions, the academy ensures that its programmes carry internationally recognized certifications and equip students with industry-ready skills.

Its collaboration with the German-Arab Chamber of Commerce (AHK) aligns programmes with German technical standards; Oracle Academy and IBM Egypt deliver advanced curricula in IT, cybersecurity, artificial intelligence, cloud computing, and data analytics; and the IARS / Cambridge University programme has strengthened the English and professional skills of more than 600 students. Additional partnerships with Huawei, Cisco, Microsoft, Pearson, and the Egyptian German Technical Academy further enrich STA's offering, including the Pearson BTEC Level 3 Extended Diploma in Information Technology.

In response to evolving industry demand, STA continued to introduce new fields of specialization, including glass manufacturing, construction, automotive assembly and manufacturing, integrated multimodal logistics and customs clearance, and iron and steel production, complementing an already broad portfolio of more than two dozen technical disciplines.

Diversity, Inclusion, and Equal Opportunity

Gender diversity and inclusion are integral to STA's mission. The academy actively encourages girls' enrolment, with female students currently representing 20% of the student body, and each year introduces new specializations open to female students, such as logistics in partnership with DB Schenker.

STA's student selection process is guided by three core values: transparency, through clearly announced criteria and open communication with applicants; diversity and equality, with selection conducted without prejudice to gender, religion, or background; and accessibility and inclusion, through scholarships for high-achieving students, financial aid for underprivileged applicants, and dedicated programmes for people with disabilities. Enrolment is open to students from all governorates of Egypt.

Building on this commitment, STA delivered the project "Economic Inclusion of Young Women and Men through Improved Access to High-Quality Dual Education and Training in Egypt," supported by the European Bank for Reconstruction and Development (EBRD) and Elsewedy Electric Group.

The project advanced curriculum and examination development in priority disciplines, supported the establishment of new demand-driven schools, and promoted gender mainstreaming across the academy's programmes.

Building Skills for Employment

STA's Training for Employment (TFE) programmes develop the technical skills of young people through targeted courses designed to align their capabilities with the actual needs of the labour market, enhancing their access to decent work and supporting the broader Sustainable Development Goals. More than 750 young people benefited from these trainings during the period, while over 800 existing employees enhanced their technical competencies through specialized upskilling programmes delivered in partnership with industry.

Complementing technical training, the Go-Life Program, structured around eight pillars including entrepreneurship, work ethics, leadership, and lifelong learning, equips third-year students with the personal and professional skills needed to thrive in the workforce, while a new partnership with Life Makers further supports senior students in their transition to employment.

STA's commitment to employability culminates in its annual Employment Fair, hosted across its main campus and the Sadat and Zohr branches, which brought together more than 50 companies and factories and offered over 3,000 job opportunities to graduates. With employment rates exceeding 80%, the academy continues to demonstrate the effectiveness of its model in preparing students for a seamless transition into the workforce.

Financial Sustainability

To ensure long-term financial sustainability and support its expansion across Egypt and the region, STA applies a partial-tuition model in which students contribute 30% of total fees in exchange for a comprehensive package that includes international certifications, technical English certification, transportation, meals, medical insurance, educational materials, practical experience, and access to employment opportunities, with scholarships funding up to 100% of costs for eligible students.

The academy further diversifies its resources by offering TVET consulting services to other institutions, transferring knowledge and best practices while generating revenue that is reinvested in expanding access. To widen access further, STA signed a cooperation agreement with Nasser National Bank to provide students with loans covering tuition fees.

Environmental Responsibility

Environmental stewardship is embedded in STA's culture and operations. The academy periodically delivers recycling and environmental-awareness sessions for teachers and staff and has equipped all of its schools with recycling bins to encourage waste sorting and active student participation.

Its admission process is fully digital: paper applications are not accepted, and all applications and supporting documents are submitted through an online platform, reflecting a deliberate commitment to reducing paper consumption and minimizing environmental impact.

01 Applied Technology Schools Powered by Italian Institutions

In a significant step toward expanding access to internationally aligned technical education, STA signed a cooperation agreement with the Ministry of Education and Technical Education, in partnership with leading Italian institutions, to establish 10 new Applied Technology Schools across multiple specializations.

The collaboration brings together institutions including ITS Academy Agroalimentare Roma e Viterbo and ITS Pharma Academy for agriculture technology, ENGIM San Paolo for hospitality, mechanics, and electronics and electricity, ITS Mita Academy for fashion and ready-made garments, and ITS Academy G. Caboto for logistics. By aligning curricula with international standards and labour-market needs, the initiative strengthens Egypt's technical education system and widens pathways into skilled employment for young people.

02 Driving Energy Education Reform, Centres of Competence in Renewable Energy

STA signed a Memorandum of Understanding to support the establishment of Egypt's new Centres of Competence (CoC) in Renewable Energy and Energy Efficiency, an initiative led by the Ministry of Education and Technical Education with support from the European Union and the German Development Bank (KfW). Drawing on more than a decade of experience in industry-driven technical education, STA is helping to shape the CoC model to ensure alignment with real labour-market needs.

The three pilot centres, located in Belbeis, Minya, and New Aswan, are envisioned as national hubs for skills development and innovation in the energy sector, reinforcing STA's role as a benchmark for high-quality, employment-focused TVET and supporting Egypt's national goals for sustainability and economic growth.

03 STA Graduation Ceremony 2025

STA celebrated the graduation of its 2025 class in 10th of Ramadan City, marking several milestones in its journey toward inclusive, high-quality technical education. The cohort included the first graduates of the Elsewedy & Housing and Development Bank Technical Academy and the Zohr Applied Technology School, as well as the first cohort of students with disabilities, supported by ADCB.

The ceremony featured a panel discussion on "Skills & Partnerships" with the Minister of Education and Technical Education, banking-sector experts, and a key industrial partner, emphasizing the importance of aligning technical education with labour-market needs. During the event, STA signed three strategic agreements: with KfW, to establish a new academy branch in the Suez Canal Economic Zone with support from Banque Misr; with the National Bank of Egypt, to co-sponsor the construction of the STA branch in 10th of Ramadan City; and with the World Sustainable Hospitality Alliance, to deliver a three-year project developing advanced curricula and training 3,000 trainees for employment in the hospitality sector.

04 Shaping the Future of Agricultural Technical Education

The Elsewedy Electric Foundation organized a workshop, in collaboration with the private sector, to advance agricultural technical education in Egypt. Attended by the Minister of Education and Technical Education, the Minister of Agriculture and Land Reclamation, and a group of business leaders and investors, the event underscored technical education's role as a cornerstone for sustainable development and for meeting the demands of local and global labour markets. The workshop reflected the Foundation's broader commitment to expanding access to relevant, future-oriented technical education across new and emerging sectors.

05 Recognizing Student Excellence

STA students demonstrated their technical excellence on national and international stages during the period. In the National Skills Competition organized by the Ministry of Education and Technical Education, STA and Zohr students secured leading positions across renewable energy, electrical installations, and logistics, qualifying to represent Egypt in the international WorldSkills Competition in France.

STA students also achieved the top four ranks in the Pearson BTEC International Level 3 Extended Diploma in Information Technology, reflecting the academy's success in nurturing world-class technical talent.



Read more about STA on Elsewedy Technical Academy's website.



Empowering Communities with Sustainable Energy Access

Context

Access to reliable, affordable, and clean electricity is a powerful catalyst for human development, improving livelihoods, health, education, and security, while advancing gender equality and broader social and economic empowerment.

By expanding access to renewable and low-carbon energy and displacing fossil-fuel-based generation, Elsewedy Electric Group helps communities raise their standard of living while contributing to the global response to climate change.

For the Group, energy access is not only an infrastructure outcome but a foundation for inclusive, resilient, and sustainable growth.

Our Management Approach

Elsewedy Electric Group regards access to green and dependable electricity as a fundamental enabler of social progress and a driver of economic opportunity.

The Group's renewable and infrastructure initiatives are designed to deliver clean, affordable, and reliable energy solutions to communities across its regions of operation, embedding sustainability considerations into project selection, design, and delivery.

Through its integrated value chain, spanning power generation, transmission and distribution, renewable-energy investment, and manufacturing, the Group directs its engineering capabilities toward closing energy-access gaps, strengthening grid resilience, and supporting national decarbonization and development agendas.

Environmental and social due diligence is integrated across major investments, ensuring that the Group's projects create lasting value for the communities and economies they serve.



Our Progress

During 2025, Elsewedy Electric Group advanced its mission to empower communities through sustainable energy by expanding access to clean and reliable electricity across Africa, the Middle East, and Europe.

From large-scale renewable generation and grid-strengthening transmission networks to energy storage and digital connectivity, the Group's projects translated its commitment to socioeconomic development into tangible impact, enhancing quality of life, enabling industrial growth, and supporting climate action through community-centred, low-carbon energy solutions.

The case studies that follow illustrate how the Group delivered on this commitment at scale across its markets during the year.



Advancing Sustainable Power Infrastructure in Qatar

Elsewedy Electric received official approval from Qatar General Electricity and Water Corporation (KAHRAMAA) for its dry-type distribution transformers during 2025, marking an important milestone in strengthening the Group's presence within the Gulf energy sector.

The approved transformers were designed to meet high operational efficiency and safety standards while supporting reduced environmental impact through improved energy performance and sustainable design features.

Their certification further reinforces Elsewedy Electric's position as a provider of reliable and efficient power solutions aligned with the evolving infrastructure and modernization objectives of Qatar National Vision 2030. The approval also reflects the Group's continued focus on delivering internationally compliant technologies that support resilient, future-ready, and sustainable energy infrastructure across regional markets.



Expanding Telecom Infrastructure Across African Markets

A major telecommunications infrastructure project in Malawi marked another step in Elsewedy Electric's regional expansion during 2025, with the Group supplying high-quality cables and transformers to Helios Towers to support the rollout of critical telecom infrastructure.

The supplied products were designed to enhance network stability, operational reliability, and infrastructure performance, supporting the continued expansion of telecommunications connectivity across the country.

The project further reflects Elsewedy Electric's growing role in enabling resilient infrastructure development across African markets through reliable and internationally compliant energy and telecom solutions. By supporting critical connectivity infrastructure, Elsewedy Electric continues contributing to digital inclusion, economic development, and long-term infrastructure resilience across the region.



Full Completion of the Julius Nyerere Hydropower Plant in Tanzania

March 2025 marked the successful completion and official handover of the Julius Nyerere Hydropower Plant in Tanzania following the issuance of the Taking-Over Acceptance Certificate (TOAC) for the project's final generating unit by Elsewedy Electric PSP.

With all nine generating units now fully operational, the facility delivers a total installed capacity of 2,115 MW of clean and reliable electricity to Tanzania's national grid, making it the largest hydropower project in East Africa and the second largest on the African continent.

Developed on the Rufiji River, the project represents Elsewedy Electric's first venture into hydropower and stands as a major milestone in the Group's growing renewable energy and infrastructure portfolio.

Beyond supporting Tanzania's national energy system, the project is expected to provide electricity access to more than 60 million people while contributing to economic development, industrial growth, irrigation support, water security, and flood mitigation efforts across the region.

The successful completion of the project reflects the combined efforts of multidisciplinary teams, engineering expertise, and long-term collaboration that supported the delivery of one of Africa's most significant renewable energy infrastructure developments.



Expanding Sustainable Infrastructure and Regional Integration in East Africa

Two strategic agreements signed in Djibouti during 2025 marked another milestone in Elsewedy Electric's continued expansion across East Africa and its growing contribution to sustainable infrastructure and regional economic integration. The first agreement focuses on the development of the Green Port Solar Project at the Doraleh Container Terminal, comprising a 23 MWp solar power plant integrated with a battery energy storage system (BESS). The project is designed to support clean and reliable energy supply for port operations, with future expansion potential reaching up to 100 MWp.

The second agreement involves the development of a 57,000 sqm logistics facility within the Djibouti Free Zone. The project aims to strengthen trade connectivity between Egypt and Djibouti while supporting the expansion of Egyptian exports across East and Central African markets. The agreements reflect Elsewedy Electric's broader commitment to advancing sustainable infrastructure, clean energy solutions, logistics development, and regional integration initiatives across strategic growth markets.



Expanding Energy Connectivity Across Africa

Elsewedy Electric T&D continued strengthening energy accessibility and infrastructure connectivity across Africa during 2025 through the successful execution of more than 1,500 km of transmission lines across multiple markets on the continent. The projects contribute to improving grid reliability, supporting access to electricity, and enabling long-term social and economic development across local communities.

By expanding transmission infrastructure and strengthening regional energy networks, Elsewedy Electric continues supporting sustainable growth and energy resilience across African markets. These developments further reinforce the Group's role in delivering large-scale power infrastructure projects that support regional integration, electrification, and the transition toward more reliable and efficient energy systems.



Supporting Europe's Energy Transition Through Advanced Power Infrastructure

The signing of a new contract for the development of a combined cycle gas turbine (CCGT) block at the Mátra Power Plant in Visonta marked a significant milestone in Elsewedy Electric's growing contribution to Europe's evolving energy infrastructure landscape during 2025. Developed in partnership with Hungary's MVM Group, the project supports the country's energy security and long-term transition toward more efficient and lower-carbon power generation technologies. The facility is expected to strengthen grid reliability while supporting the integration of advanced and future-ready energy solutions within Hungary's national energy system.

The project also reflects Elsewedy Electric's continued expansion within international energy markets and its role in delivering large-scale infrastructure projects aligned with energy transition and modernization objectives.



Advancing Renewable Integration Through Battery Energy Storage in Greece

In early 2025, Elsewedy Electric, through its renewable-energy investment arm, Elsewedy Concessions, reached financial close on Greece's first large-scale standalone Battery Energy Storage System (BESS). Executed through the wholly owned subsidiary Energy Bank I S.A., the 50 MW / 100 MWh facility is designed to strengthen grid stability and support the country's transition toward a low-carbon energy system by storing excess renewable power and discharging it during peak demand.

The project secured a 10-year Contract for Difference through Greece's first competitive storage auction, supported by a financing package comprising a €10 million state-aid grant, a €5.5 million loan from the EU's Recovery and Resilience Fund, and a €10 million project-finance loan from the National Bank of Greece. As one of the few private developers to secure a storage contract in Greece's competitive market, the Group is contributing to EU energy targets, local economic development, and regional grid resilience, advancing renewable energy that is not only available, but accessible and reliable.

ESG INDICATORS

Environmental Indicators	
Social Indicators	
Community Engagement Indicators	
Governance Indicators	
Certifications Status	

Environmental Indicators

Building on the expanded Scope 3 emissions boundary established in 2024, which extended beyond full coverage of operational manufacturing facilities to align with the GHG Protocol's minimum requirements and incorporated Category 11 (Use of Sold Products), Category 12 (End-of-Life Treatment of Sold Products), and upstream emissions from purchased energy (Well-to-Tank) under Fuel- and Energy-Related Activities, the Group continued to strengthen its emissions inventory throughout 2025.

In 2025, Elsewedy Electric Group further enhanced its data collection system to capture detailed records of the destination countries for its sold products, enabling the application of country-specific emission factors rather than global averages. This builds upon the system's 2024 scope, which already tracked product types and their comprehensive technical specifications to drive reporting precision. Additionally, more accurate electricity emission factors were applied to manufacturing facilities operating in Egypt, with this update retroactively applied to previous years.



GHG Emissions – Elsewedy Electric Group					
		Unit	2023	2024	2025
Scope 1 (Direct)	Total	mtCO ₂ e	38,713	36,221	42,495
Scope 2 (Indirect)	Total (location-based)	mtCO ₂ e	125,352 ¹	126,873 ²	142,056
	Total (market-based)				135,079
Scope 1 + 2 market-based	Total	mtCO ₂ e	164,065	163,094	177,574
	Total	mtCO ₂ e	3,072,769	34,961,015	48,853,419
	Purchased Goods and Services	mtCO ₂ e	2,882,280	3,525,437	3,301,530
	Capital Goods	mtCO ₂ e	3,310	18,914	26,962
	Fuel- and Energy-Related Activities	mtCO ₂ e	11,704 ³	32,853 ⁴	36,864
	Waste Generated in Operations	mtCO ₂ e	1,567	1,698	1,307
	Business Travel	mtCO ₂ e	8,941	2,092	1,995
	Employee Commuting	mtCO ₂ e	58,752	74,958	80,646
	Downstream Transportation	mtCO ₂ e	61,184	332	411
	Upstream Transportation	mtCO ₂ e	45,031	137,712	150,675
Scope 3 (Indirect)	Use of Sold Products (Electric Meters: Direct use of energy)	mtCO ₂ e	-	168,213	178,722
	Use of Sold Products (Transformers and Cables: Indirect use of energy)	mtCO ₂ e	-	30,992,239 ⁵	45,069,600
	End of Life Treatment	mtCO ₂ e	-	6,567	4,708
Reduced Emissions	Solar PV Panels	mtCO ₂ e	2.36	528	573
Carbon Intensity	Scope 1+2 market-based intensity per revenue	mtCO ₂ e/ million EGP	1.24	0.75	0.77
		mtCO ₂ e/ million USD	38.1	34.0	37.7

¹ Recalculated in 2025 to reflect more accurate emission factors used for facilities outside Egypt
² Recalculated in 2025 to reflect more accurate emission factors used for facilities inside Egypt
³ Recalculated in 2025 to reflect more accurate emission factors used for facilities outside Egypt
⁴ Recalculated in 2025 to reflect more accurate emission factors used for facilities inside Egypt
⁵ Recalculated in 2025 to reflect more accurate data received

Energy						
		Unit	2022	2023	2024	2025
Total		MWh	408,052	426,940	419,892 ⁶	482,921
Primary Energy Consumption	Natural Gas	MWh	111,547	116,125	105,555	128,617
	Diesel	MWh	9,404	13,286	15,619	17,064
	LPG	MWh	106	1,087	314	633
	Diesel and Petrol Consumed by Owned Vehicles	MWh	28,222 ⁷	20,575	16,855	19,176
Secondary Energy Consumption	Purchased Energy	MWh	258,773	275,860	268,258	316,477
Renewable Energy	Solar PV panels	MWh	-	7	854	954
Energy Intensity		MWh/million EGP revenues	6.2	3.2	1.85	2.09
		MWh/million USD	119	99	84	103

Water and Effluents						
		Unit	2022	2023	2024	2025
Total Water Withdrawals		m ³	996,951	932,347	983,695	925,544
Total Wastewater Discharge		m ³	897,256	839,112	885,326	832,990
Total Water Consumption (withdrawals-discharge)		m ³	99,695	93,235	98,369	92,554
Water Withdrawals Intensity		megaliters/billion EGP revenues	15.2	7.06	4.45	3.99
		megaliters/million USD revenues	0.292	0.216	0.202	0.196

⁶ Figure has been restated from the previous report.

Materials					
	Unit	2022	2023	2024	2025
Total Purchased Packaging Material	Tons	4,229	2,585	7,471	14,857.60
Total Purchased Raw Materials	Tons	583,217	767,262	782,928	743,651.26
Main Material Types purchased by Elsewedy Electric ⁸					
Metals (total) ⁹	Tons	-	-	588,334	572,357
Alumminium	Tons	-	55,274	64,303	62,557
Steel	Tons	-	149,691	238,449	231,973
Copper	Tons	-	115,461	279,073	271,494
Lead	Tons	-	-	5,298	5,154
Zinc	Tons	-	-	1,263	1,229
Plastics	Tons	-	-	182,015	162,616
Paper and Board	Tons	-	-	2,545	742

Waste					
	Unit	2022	2023	2024	2025
Total Non-hazardous Industrial Waste Generated	Tons	68,031	11,715 ¹⁰	25,622	26,623
Total Waste Diverted through Recycling	Tons	58,711	11,113	23,581	24,036
Diversion Rate (Non-Hazardous Waste)	%	86%	95%	92%	90%
Total Hazardous Waste	Tons	-	1,543	2,508	2,183

Environmental Compliance						
	Unit	2021	2022	2023	2024	2025
Significant Environmental Fines and Penalties	No.	0	0	0	0	0
Value of significant fines/ penalties	EGP	0	0	0	0	0

⁸ This does not represent all material types and quantities purchased by Elsewedy Electric but rather highlights the main material categories.

⁹ Recycled content in this amount of metals is 2,943 ton (0.5%)

¹⁰ The significant difference in waste quantities between 2023 and previous years is attributed to the improved data quality achieved in 2023. This enhancement is one of the reasons 2023 has been established as the new base year.

Social Indicators

Elsowedy Electric Employees							
		Unit	2021	2022	2023	2024	2025
Employees	Total	No.	16,049	18,681	19,139	21,176	23,825
	Full-Time Employees	100%	100%	100%	100%	100%	100%
	Part-time Employees	0%	0%	0%	0%	0%	0%
	Permanent Employees	41%	41%	53%	55%	51%	46%
	Temporary Employees	59%	59%	47%	%	49%	54%
Breakdown by Gender	Male	93%	93%	92%	92%	92%	92%
	Female	7%	7%	8%	8%	8%	8%
Breakdown by Age	Age under 30	24%	24%	29%	28%	28%	32%
	Age 30-50	68%	68%	63%	63%	63%	58%
	Age above 50	8%	8%	8%	9%	9%	10%
Breakdown by Region ¹	Egypt	79%	79%	79%	80%	78%	82%
	Africa	5.60%	5.60%	6.30%	7%	8%	5%
	Europe	4.10%	4.10%	4%	3%	4.10%	3%
	GCC	7%	7%	7%	7.30%	7.30%	7%
	Asia	4.30%	4.30%	3.70%	2.70%	2.60%	3%
Disabled Employees	Total	No.	420	1,405	393	439	518
	Female	% of Disabled Employees	32%	24%	34%	35%	37%

¹The reported regions include the following: Africa (Algeria - Ethiopia - Kenya + Sudan - Tanzania – Zambia); Europe (Slovenia – Greece); GCC (Kuwait - Qatar - Saudi Arabia – UAE); Asia (India - Indonesia - Malaysia – Pakistan).

Diversity Across Employee Categories (2025)							
Total and by Gender				Age Category			
Employee Category	Total	Total	Male	Female	Under 30	30-50	Above 50
	Top Management	46	89%	11%	0%	30%	70%
	Middle Management	306	87%	13%	0%	59%	41%
	Senior Professionals & Junior Managers	4,016	90%	10%	5%	86%	9%
	Professional	6,795	81%	19%	39%	54%	7%
	Labor (Blue Collar)	12,762	98%	2%	36%	53%	11%
	Management Position in Revenue Generating Functions	342	92%	8%	1%	78%	21%
	STEM	251	94%	6%	0%	78%	22%

Gender Pay Indicators			
		2024	2025
Gender pay gap in average base salary between male and female employees by category ¹²	Top Management	57%	59%
	Middle Management	14%	12%
	Junior Management	-5%	-12%
	Senior Professional	-1%	-3%
	Professional	6%	2%
	Labor (Blue Collar)	33%	38%

² The gender pay gap ratio was calculated using the following formula: (Male Average Base Salary – Female Average Base Salary) ÷ Male Average Base Salary.

New Hires							
		Unit	2021	2022	2023	2024	2025
New Hired Employees	Total	No.	3,089	3,815	2,954	4,703	6,715
	Female	% of Total New Hires	10%	8%	11%	9%	8%
	Male	% of Total New Hires	90%	92%	89%	91%	92%
	Disabled New Hires	No.	0	45	138	48	37
Breakdown by Age	Under 30	% of Total New Hires	59%	59%	38%	59%	59%
	30-50	% of Total New Hires	46%	38%	60%	39%	38%
	Above 50	% of Total New Hires	5%	3%	2%	2%	3%
Breakdown by Region	Egypt	Total No.	2,274	3,128	2,506	4,227	5,060
	Africa	Total No.	891	227	177	186	238
	Europe	Total No.	45	107	61	34	235
	GCC	Total No.	259	213	124	196	651
	Asia	Total No.	66	103	86	60	170
	North America	Total No.	0	0	0	0	360
Percentage of open positions filled by internal candidates (internal hiring)		% of Total New Hires	-	-	-	7.2%	7%

Employee Turnover							
		Unit	2021	2022	2023	2024	2025
Employee Turnover	Total	No.	1,789	1,715	2,410	2,849	2,782
	Total	Turnover rate	12%	10%	13%	14%	12%
	Male	Turnover rate	11%	10%	12%	14%	12%
	Female	Turnover rate	15%	12%	16%	13%	11%
Breakdown by Type	Disabled Turnover	No.	5	4	9	0	4
	Voluntary turnover	Turnover rate	9%	5%	10%	10%	8%
	Turnover for cause	Turnover rate	2%	4%	2%	3%	4%
Breakdown by Age	Under 30	Turnover rate	35%	3%	5%	6%	6%
	30-50	Turnover rate	56%	5%	7%	6%	5%
	Above 50	Turnover rate	9%	1%	1%	1%	1%
Breakdown by Region	Egypt	Total No.	1,485	1,391	2,028	116	2,302
	Africa	Total No.	72	160	89	2,503	206
	Europe	Total No.	68	23	76	81	0
	GCC	Total No.	134	87	115	110	205
	Asia	Total No.	4	17	79	39	33

Training and Development								
		Unit	2021	2022	2023	2024	2025	
Employee Training and Development	Total	Hours	-	311,112	40,208	202,598	111,251	
	Total	Avg. hours/employee/yr.	8.36	44	31	9.6	4.7	
	Female	Avg. hours/employee/yr.	10.87	47.3	NA	13.3	8.9	
	Male	Avg. hours/employee/yr.	5.8	40.7	NA	9.2	4.3	
	Top Management	Avg. hours/employee/yr.		-	-	-	0.6	
	Middle Management	Avg. hours/employee/yr.		-	-	-	124.2	
	Junior Management	Avg. hours/employee/yr.		-	-	-	17.7	
	Senior Professional	Avg. hours/employee/yr.		-	-	-	8.8	
	Professional	Avg. hours/employee/yr.		-	-	-	3.7	
	Total	EGP Mn	-	25.3	142	73.9	-	
Spend on Employee Training and Development								
Average amount spent per FTE on T&D	Total	EGP/FTE	-	1,355	7,419	4,245	-	
Parental Leave								
		Unit	2021	2022	2023	2024	2025	
Number of employees who are entitled to a maternity/parental leave		Employees	No.	1,266	1,405	1,493	285	480
Number of employees who took maternity/parental leave during the reporting year		Employees	No.	12	11	8	7	55
Number of employees who returned to work after maternity/parental leave ended		Employees	No.	11	11	6	7	54
Rate of return to work		Employees	%	92%	100%	75%	100%	98%

Employees Receiving Performance and Career Development Reviews					
		Unit	2023	2024	2025 ³
Total	All Employees	No. of employees who received reviews	5,793	4,639	20,946
		%of employees who received reviews from total employees	30%	27%	88%
Breakdown by Gender	Male	No. of employees who received reviews	-	4,050	19,728
		%of employees who received reviews from total employees	-	25%	90%
	Female	No. of employees who received reviews	-	589	1,218
		%of employees who received reviews from total employees	-	42%	66%
	Top Management	No. of employees who received reviews	-	1	32
		%of employees who received reviews from total employees	-	3%	70%
Breakdown by Employee Category	Middle Management	No. of employees who received reviews	-	161	292
		%of employees who received reviews from total employees	-	13%	95%
	Senior Professionals & Junior Managers	No. of employees who received reviews	-	1,583	3,846
		%of employees who received reviews from total employees	-	88%	87%
	Professional	No. of employees who received reviews	-	2,894	6,119
		%of employees who received reviews from total employees	-	77%	90%

³ Starting in 2025, workforce tracking includes both white- and blue-collar employees. Prior-year data is limited to white-collar employees.

Occupational Health and Safety							
		Unit	2021	2022	2023	2024	2025 ⁴
Work-Related Fatalities	Employees	No.	1	1	2	0	1
	Contractors		3	1	0	2	1
Lost-time Injuries	Employees	No.	-	-	26	109	49
	Contractors		-	-	-	6	18
Medical Treatment Injuries	Employees	No.	-	-	68	110	59
	Contractors		-	-	-	22	20
First Aid Injuries	Employees	No.	-	-	441	552	289
	Contractors		-	-	-	321	160
Near Miss Incidents	Employees	No.	-	-	266	721	478
	Contractors		-	-	-	818	267
Work Related Illness Cases	Employees	No.	-	-	88	16	0
	Contractors		-	-	-	13	0
No. of Lost days due to Injuries	Employees	No.	-	-	186	949	646
	Contractors		-	-	-	37	184
Worked Hours	Employees	No.	-	-	35,862,783	69,660,556	72,669,899
	Contractors		-	-	-	38,381,026	47,525,731

Occupational Health and Safety							
		Unit	2021	2022	2023	2024	2025 ⁴
Reported Work-Related Hazards	Employees	No.	-	-	1,460,797	30,141	48,044
	Contractors		-	-	-	349	2,736
Lost Time Injury Frequency Rate (LTIFR)	Employees	No. of injuries per 1,000,000 hours worked	1.0	0.8	0.72	1.56	0.67
	Contractors		-	-	-	0.15	0.38
Lost Time Injury Severity Rate (LTISR)	Employees	No. of lost days due to injuries per 1,000,000 hours worked	-	-	5.19	13.62	8.89
	Contractors		-	-	-	0.94	3.87
Occupational Illness Frequency Rate (OIFR)	Employees	No. of illness cases per 1,000,000 hours worked	-	-	2.0	0.23	0
	Contractors		-	-	-	0.33	0
Data Coverage	Operations/Revenues	%	100%	100%	100%	100%	100%
Worksites Certified to ISO 45001:2018 or OHSAS 18001	% of total manufacturing facilities	%	100%	100%	86%	86%	86%

⁴Data coverage includes Elsewedy Electric's manufacturing facilities in addition to Elsewedy Electric's E&C projects.

Community Engagement Indicators

Breakdown of Elsewedy Electric's Foundation's Financial Commitments					
		Unit	2023	2024	2025
Elsewedy Electric Foundation's Budget	Total	EGP Mn	250	250	500
	Education Projects	EGP Mn	125	120	250
	Health Projects	EGP Mn	100	120	150
	Other Humanitarian and Social Projects	EGP Mn	25	10	100



*These figures represent Elsewedy Electric's Foundation projects in Egypt.

Governance Indicators

Board Data			
		2024	2025
Board Composition	Total number of board members	11	10
	Number of female board members	3	3
	Number of male board members	8	7
	Number of independent board members	3	2
Board Activities	Number of board meetings	8	4
	Board meeting attendance rate	92%	87.5%
Board Tenure	Number of board members with 10+ years of tenure	4	5
	Number of board members with 3 to 5 years of tenure	5	3
	Number of board members with 0 to 2 years of tenure	1	1

Ethics and Compliance-Related Metrics			
		2024	2025
Governance-related Policy Awareness and Implementation	Employee attendance rate at trainings related to compliance, and code of conduct (% of total employees)	100%	100%
Ethics and Compliance	Number of complaints received related to corruption, bribery, discrimination, harassment, and conflicts of interest	0	0
	Resolution rate of complaints received	-	88.5%
Whistleblower Cases	Number of complaints received by the Whistleblower Committee/ Compliance department	59	71
	Number of cases qualified as whistleblowing cases	51	35
Whistleblower Cases	Number of cases resolved	98%	31
	Number of cases currently under investigation	1	4
Information Security	Number of breaches that occurred	0	0

Supply Chain Management Indicators (2025)							
	Unit	PSP	Telecom Cables	ECMEI	Trans- formers Pakistan	Trans- formers Zambia	Iskrae- meco Slovenia
Total number of suppliers	No.	819	50	135	34	15	146
Total number of Tier-1 suppliers	No.	108	50	105	2	13	120
Total number of Tier-2 suppliers	No.	711	-	30	-	2	26
Local Suppliers	% (No.)	47%	3%	72%	17%	40%	10%



Supply Chain Management Indicators (2025)				
Human Rights Assessment	Unit	PSP	Transformers Pakistan	Iskraemeco Slovenia
Company Operations - % of total that were assessed	%	100%	100%	100%
Company Operations - % of total in which risks were identified	%	25%	10%	0%
Company Operations - % of total in which action measures were taken	%	20%	100%	0%
Contractors and Tier 1 Suppliers - % of total that were assessed	%	70%	-	100%
Contractors and Tier 1 Suppliers - % of total in which risks were identified	%	15%	-	0%
Contractors and Tier 1 Suppliers - % of total in which action measures were taken	%	12%	-	0%

Supply Chain Management Indicators (2025)				
Supply Chain Due Diligence and ESG Risk Management	Unit	PSP	Elsewedy Machinery	Transformers Pakistan
Company facilities/business lines with due diligence process in place	%	85%	100%	100%
Suppliers from national markets	%	55%	80–90%	100%
Suppliers identified as having potential high ESG impact	%	12%	10–15%	0%
Spend covered by Suppliers with potential high ESG impact	%	48%	12–14%	-
Spend with “assessed” potential high ESG impact Suppliers	%	100%	12%	-
Supplies non-compliant with Code of Business Conduct	%	0.8%	2–3%	-
Non-compliant Suppliers with corrective action plan	%	95%	2%	-
Non-compliant Suppliers who improved sustainability performance	%	60%	1–2%	-
Non-compliant Suppliers cancelled due to non-compliance	%	5%	<1%	-

Certifications Status

Percentage of Manufacturing Facilities Certified (FY 2025)

ISO 9001	% of total manufacturing facilities	100%
ISO 14001		86%
ISO 45001		86%
ISO 50001		36%
ISO 27001		15%

Certification	Business Site / Subsidiary	Term of Validity
ISO 50001:2018 Energy Management Systems	Elsewedy Polymers	2025-2028
	Elsewedy Electric LLC	2022-2025
	Elsewedy Power Electrical Contracting LLC	
	3W Networks FZE 3W Networks LLC 3W Networks FZCO 3W Networks LLC 3W Networks 3W Networks Arabia	2022-2025
	Egyptian Company For Manufacturing Electrical Insulators (ECMEI)	2025-2028
	Elsewedy Electric for Infrastructure	2023-2026
	Elsewedy Electric cable Accessories (SEDCO)	2023-2026
	Elsewedy Cables	2025-2028
	Egytech Cables	2025-2028
	Elsewedy Special Cables - UIC	2025-2027
	Iskrameco Slovenia	2025-2028

Certification	Business Site / Subsidiary	Term of Validity
ISO 9001:2015 Quality Management Systems	United Metals Company (U.M.C)	2024-2027
	Elsewedy Special Cables	2023-2026
	Iskrameco - Slovenia	2024-2027
	Elsewedy Electric for Electrical Products	2024-2028
	Elsewedy Electric for Infrastructure	2025-2028
	Elsewedy Steel Products	2024-2027
	Elsewedy Polymers	2025-2026
	Egyptian Company For Manufacturing Electrical Insulators (ECMEI)	2024-2027
	Elsewedy Electric for Infrastructure	2025-2028
	Iskraemeco Egypt	2025-2028
	Elsewedy Cables Ethiopia	2025-2028
	Elsewedy Cables KSA	2025-2028
	Elsewedy Cables Algeria	2024-2027
	Elsewedy Telecom Cables	2024-2027
	Elsewedy Electric Cable Accessories (SEDCO)	2023-2026
	Egytech Cables	2025-2027
	Elsewedy Electric Indonesia	2024-2027
	ElSewedy Electric Pakistan	2023-2026
	Iskraemeco Bosnia	2024-2027
	Elsewedy Electric T&D	2023-2026
	Elsewedy SEDCO for Petroleum Services	2024-2027
	Elsewedy Electric Power Systems Projects (PSP)	2024-2027
	Doha Cables	2024-2027
	Elsewedy Electric Zambia	2025-2028

Certification	Business Site / Subsidiary	Term of Validity
ISO 9001:2015 Quality Management Systems	Elsewedy Electric Environmental Solutions	2024-2027
	Rowad Modern Engineering	2024-2026
	ISKRAEMECO Energy Measurement	2024-2027
	Elsewedy Special Cables	2023-2026
ISO 14001:2015 Environmental Management Systems	Iskraemeco India	2023-2026
	Egytech Cables	2024-2027
	Elsewedy Electric for Electrical Products	2024-2027
	Elsewedy Special Cables - UIC	2025-2028
	United Metals Company (U.M.C)	2023-2026
	Elsewedy Steel Products	2023-2025
	Elsewedy Cables Algeria	2023-2026
	Elsewedy Electric cable Accessories (SEDCO)	2023-2026
	Doha Cables	2024-2027
	Elsewedy Electric Indonesia	2024-2027
	Transformers Egypt	2024-2027
	Elsewedy Polymers	2025-2027
	Egytech Cables	2025-2027
	Egyptian Company For Manufacturing Electrical Insulators (ECMEI)	2024-2027
	Elsewedy Electric Pakistan	2025-2026
	Iskraemeco Slovenia	2025-2028
	Rowad Modern Engineering (RME)	2024-2027
	Elsewedy Electric for Infrastructure	2025-2028
	Elsewedy Electric T&D	2024-2027
	Elsewedy SEDCO for Petroleum Services	2024-2027
	Elsewedy Electric Power Systems Projects (PSP)	2021-2024

Certification	Business Site / Subsidiary	Term of Validity
ISO 14001:2015 Environmental Management Systems	Iskraemeco Egypt	2024-2027
	Eleswedy Cables KSA	2024-2027
	Elsewedy Electric Environmental Solutions	2024-2027
	Eleswedy Telecom Cables	2024-2027
ISO 45001:2018 Occupational Health and Safety Management Systems	United Metals Company (U.M.C)	2023-2026
	Iskraemeco India	2023-2026
	Transformers Egypt	2024-2027
	Elsewedy Electric Indonesia	2024-2027
	Elsewedy Electric Environmental Solutions	2024-2027
	Elsewedy Electric for Electrical Products	2024-2027
	Elsewedy Steel Products	2025-2026
	Iskraemeco Egypt	2024-2027
	Elsewedy Electric Pakistan	2025-2026
	Elsewedy Electric Cable Accessories (SEDCO)	2023-2026
	Elsewedy Polymers	2025-2026
	Egytech Cables	2025-2027
	Elsewedy Cables Algeria	2023-2026
	Elsewedy Cables KSA	2025-2028
	Egyptian Company for Manufacturing Electrical Insulators (ECMEI)	2024-2027
	Rowad Modern Engineering (RME)	2025-2028
	Doha Cables	2024-2027
	Elsewedy Special Cables - UIC	2025-2028
	Iskraemeco Slovenia	2025-2028
	Elsewedy SEDCO for Petroleum Services	2024-2027

Certification	Business Site / Subsidiary	Term of Validity
ISO 45001:2018 Occupational Health and Safety Management Systems	Elsewedy Electric for Infrastructure	2025-2028
	Elsewedy Electric Power Systems Projects (PSP)	2021-2024
	Elsewedy Telecom Cables	2024-2027
	Elsewedy Electric T&D	2022-2025
ISO/IEC 17020:2021 Conformity assessment - Requirements for the operation of various types of bodies performing inspection	Iskraemeco Slovenia	Granted 2011
ISO/IEC 17025:2017 General requirements for the competence of testing and calibration laboratories	Elsewedy Cables Laboratory (A3) Elsewedy Cables Organization	2020-2024
	Elsewedy Electric Steel Applications	2022-2026
	Elsewedy Cables Egypt	2020-2024
	Elsewedy Electric for Electrical Product Laboratory Elsewedy Electric for Electrical Product Company	2025-2029
	Elsewedy Electric Algeria	2024-2026
	Egyptian Company For Manufacturing Electrical Insulators (ECMEI)	2023-2027
	Iskraemeco India	2023-2025
	Elsewedy Electric cable Accessories (SEDCO)	2023-2027
	Elsewedy Special Cables	2022-2025
	Iskraemeco Slovenia	2004-In force until withdrawn
	Iskraemeco Egypt Testing Laboratory	2023-2027
	Elsewedy Special Cables - UIC	2022-2025
	Testing Laboratory Elsewedy Telecom Cable Company	2025-2029
	Egytech Cables	2024-2028

For more information on the certifications, please visit our [website](#).

Certification	Business Site / Subsidiary	Term of Validity
ISO 27001 Information Security Management Systems	Iskraemeco Slovenia	2025-2028
	Iskraemeco India	2021-2024
	Iskraemeco Egypt	2022-2025
	Elsewedy Electric S.A.E.	2025-2026
ISO/IEC 33061:2021 Information technology - Process assessment - Process assessment model for software life cycle processes	Iskraemeco Slovenia	2023-2026
ISO 3834-2:2021 Quality Requirements for Welding	Elsewedy Electrical Infrastructure	2022-2025
ISO 37301:2021 Compliance Management Systems	Elsewedy Special Cables - UIC	2023-2024
	Elsewedy Cables Egypt	2023-2026
	Egytech Cables	2023-2026
ISO 22301:2019 Business Continuity Management Systems	Elsewedy Cables Egypt	2024-2027
	Egytech Cables	2022-2025
ISO 27017:2015 Information Security for Cloud Services	Iskraemeco Slovenia	2024-2025
ISO 27018:2019 Protection of Personally Identifiable Information in Cloud Services	Iskraemeco Slovenia	2024-2025
ISO 29001:2020 Petroleum, petrochemical and natural gas industries - Sector-specific quality management systems - Requirements for product and service supply organizations	Elsewedy Electric Power Systems Projects (PSP)	2025-2028
ISO 21500:2021 Project, programme and portfolio management - Context and concepts	Elsewedy Electric Power Systems Projects (PSP)	2024-2027

SUPPLEMENTARY INFORMATION

Limited Assurance Statement	↗
GRI Content Index	↗
SASB Correspondence Table	↗
TCFD Correspondence Table	↗
TNFD Correspondence Table	↗
Alignment with the Integrated Reporting <IR> Framework	↗
IFRS S1 Correspondence Table	↗
IFRS S2 Correspondence Table	↗
UNGC Correspondence Table	↗
Abbreviations and Acronyms	↗

Limited Assurance Statement

INTRODUCTION AND OBJECTIVES OF THE ENGAGEMENT

Masader Environmental and 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 2025 Sustainability Report (the ‘Report’).

SCOPE, SUBJECT MATTER, AND LIMITATIONS

The report covers the ESG performance data and information of the reporting organization for the year that concluded on December 31, 2025. The assurance's scope is restricted to a study of the particular data that follows:

- Elsewedy Electric ESG Management
- Stakeholder Engagement
- Materiality Assessment

The assurance process was subject to the following limitations and exclusions:

- Verify the data or information provided by Elsewedy Electric, as stated in the Introduction section and Elsewedy Electric’s Top Management Letters.
- 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 Elsewedy Electric’s intention, opinion, belief, and/or aspiration.
- Determining which, if any, recommendations should be implemented.

INTENDED USERS

The Reporting Organization and its stakeholders, including but not limited to clients, staff, investors, governmental bodies, regulators, and ESG rating agencies and platforms, are the intended users of this assurance engagement.

REPORTING CRITERIA

The selected information has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, and the Sustainability Accounting Standards Board (SASB) Standards, in addition to the Integrated Reporting <IR> Framework, the IFRS Sustainability Disclosure Standards (S1 and S2), the Task Force on Climate-related Financial Disclosures

(TCFD) recommendations, the Task Force on Nature-related Financial Disclosures (TNFD) recommendations and the UN Global Compact (UNGC) Principles.

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 calculating the chosen KPIs in compliance with Elsewedy Electric's "Basis of Reporting" and preparing the Report in compliance with the Reporting Criteria and the GRI 2021 Universal Standards.

ASSURANCE PROVIDER’S RESPONSIBILITIES

We are responsible for undertaking a limited assurance engagement and providing an assessment based on the work completed. 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 people responsible for the Reporting Organization’s ESG performance to assess the application of the GRI 2021 Universal Standards in the preparation of the Report.
- Analyzed and evaluated 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 Elsewedy Electric’s overall sustainability management and performance.
- Assessed the completeness and accuracy of the GRI, SASB, TCFD, TNFD, IFRS S1 and S2, <IR> Framework, and UNGC content indexes concerning the disclosures and their omissions.
- Interviewed management and data owners regarding the identification, data collection, consolidation, and reporting process for the selected KPIs.
- Reviewed the selected KPIs in relation 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.

STATEMENT OF COMPETENCE

Masader Environmental and 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 assessing ESG data, systems, and procedures.

RECOMMENDATIONS

Based on the conducted assurance engagement, it is recommended that the Reporting Organization implement the following measures to maintain and 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

Our conclusion has been formed based on and is subject to the matters outlined in this Report. Our evidence is sufficient and appropriate to provide a basis for our findings. The conclusion on applying the AA1000 Assurance Principles (2018) is presented below.

The assurance team has extensive experience assessing ESG data, systems, and procedures.

Inclusivity

The Reporting Organization has provided evidence of the inclusivity regarding its stakeholder relations, including understanding and representation of stakeholder interests in the Report.

Materiality

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 show performance on each material topic.

Responsiveness

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 input.

Impact

The Reporting Organization has provided evidence of the procedures and systems used 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 2025 has not been prepared, in all material respects, in accordance with the standards, frameworks, and principles indicated in the 'Reporting Criteria' section above.

According to 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.

For and on behalf of Masader Environmental and Energy Services S.A.E.

Dr. Abdelhamid Beshara,
Founder and Chief Executive Officer

Masader, Environmental and Energy Services (S.A.E)
Cairo, September 2026



GRI Content Index

Statement of use	Elsewedy Electric has reported in accordance with the GRI Standards for the period from January 1st, 2025, to December 31st, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	None

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
GRI 2: General Disclosures 2021							
The organization and its reporting practices							
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report An Overview: Elsewedy Electric Group					
	2-2 Entities included in the organization's sustainability reporting	About this Report					
	2-3 Reporting period, frequency and contact point	About this Report					
	2-4 Restatement of information	About this Report					
	2-5 External assurance	Limited Assurance Statement					
	Activities and workers						
	2-6 Activities, value chain and other business relationships	An Overview: Elsewedy Electric Group					
	2-7 Employees	Social Indicators				SDG 8.5, 10.3	
	2-8 Workers who are not employees	Social Indicators				SDG 8.5	

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
GRI 2: General Disclosures 2021	Activities and workers						
	2-9 Governance structure and composition	Elsewedy Electric Leadership Elsewedy Electric 2025 Corporate Governance Report Strategic Sustainability Governance				SDG 5.5, 16.7	
	2-10 Nomination and selection of the highest governance body	Compensation and Remuneration Committee charter				SDG 5.5, 16.7	
	2-11 Chair of the highest governance body	Elsewedy Electric Leadership Elsewedy Electric 2025 Corporate Governance Report				SDG 16.6	
	2-12 Role of the highest governance body in overseeing the management of impacts	Strategic Sustainability Governance				SDG 16.7	
	2-13 Delegation of responsibility for managing impacts	Strategic Sustainability Governance					
	2-14 Role of the highest governance body in sustainability reporting	Strategic Sustainability Governance					
	2-15 Conflicts of interest	Integrity and Compliance at the Core of Elsewedy Electric's Business Zero Tolerance for Corruption				SDG 16.6	
	2-16 Communication of critical concerns	Integrity and Compliance at the Core of Elsewedy Electric's Business					
	2-17 Collective knowledge of the highest governance body	Elsewedy Electric 2025 Corporate Governance Report Strategic Sustainability Governance					

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Elsewedy Electric 2025 Corporate Governance Report Strategic Sustainability Governance					
	2-19 Remuneration policies	Compensation and Remuneration Committee charter Elsewedy Electric 2025 Corporate Governance Report					
	2-20 Process to determine remuneration	Compensation and Remuneration Committee charter Elsewedy Electric 2025 Corporate Governance Report				SDG 16.7	
	2-21 Annual total compensation ratio	The ratio of the annual total compensation of the highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is 45.02. Meanwhile, the ratio of the percent increase in the highest-paid individual's annual total compensation to the average annual total compensation for all employees is 0.13					
	Strategy, Policy and Practices						
	2-22 Statement on sustainable development strategy	A Message from the President and CEO Insights from the Group Chief Sustainability Officer					
	2-23 Policy commitments	Strategic Sustainability Governance Integrity and Compliance at the Core of Elsewedy Electric's Business				SDG 16.3 UNGC 7, 10	

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Strategic Sustainability Governance Integrity and Compliance at the Core of Elsewedy Electric's Business					
	2-25 Processes to remediate negative impacts	Strategic Sustainability Governance Integrity and Compliance at the Core of Elsewedy Electric's Business Materiality Assessment					
	2-26 Mechanisms for seeking advice and raising concerns	Integrity and Compliance at the Core of Elsewedy Electric's Business				SDG 16.3	
	2-27 Compliance with laws and regulations	Zero Tolerance for Corruption					
	2-28 Membership associations	Elsewedy Electric is a GRI Community Member, UNGC participant, a member in the Alliance for Industry Decarbonization, and a member in the American Chamber of Commerce in Egypt. Partnerships for Impact					
	Stakeholder Engagement						
	2-29 Approach to stakeholder engagement	Connecting with Stakeholders					
	2-30 Collective bargaining agreements	Human Rights				SDG 8.8	
	GRI 3: Material Topics 2021						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment					
	3-2 List of material topics	Materiality Assessment					

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
Stakeholder Engagement							
GRI 3: Material Topics 2021	3-3 Management of material topics	Elsewedy Electric 2025 Corporate Governance Report Strategic Sustainability Governance					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Integrity and Compliance at the Core of Elsewedy Electric's Business 100% of Elsewedy Electric's business sites are assessed for corruption by the Compliance department.				SDG 16.5	
	205-2 Communication and training about anti-corruption policies and procedures	Zero Tolerance for Corruption				SDG 16.5	
	205-3 Confirmed incidents of corruption and actions taken	Zero Tolerance for Corruption				SDG 16.5	
Product Design and Life Cycle Assessment							
GRI 3: Material Topics 2021	3-3 Management of material topics	Circular Economy and Product Stewardship					
ESG Integration							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at the Core Leading with Integrity, Driving Accountability					
Digitalization with Purpose							
GRI 3: Material Topics 2021	3-3 Management of material topics	Digital Trust and Security					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digital Trust and Security				SDG 16.3, 16.10	

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
Employee Development							
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity, and Holistic Well-being					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity, Equity, and Holistic Well-being Social Indicators				SDG 5.1, 8.5, 8.6, 10.3	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits				SDG 3.2, 5.4, 8.5	
	401-3 Parental leave	Compensation and Benefits Social Indicators				SDG 5.1, 5.4, 8.5	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Attraction and Development Social Indicators				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	Talent Attraction and Development				SDG 8.2, 8.5	
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Attraction and Development Social Indicators				SDG 5.1, 8.5, 10.3	
Diversity and Inclusion							
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity, and Holistic Well-being					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Elsewedy Electric Leadership Diversity, Equity, and Holistic Well-being				SDG 5.1, 5.5, 8.5	

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	This figure represents the average of the ratio of the median hourly pay of women to men for all of the following categories: - Entry-Level (ratio: 2.0) - Mid-Level (ratio: 1.5) - Senior and Executive Level (ratio: 2.5) Average ratio = 2.0				SDG 5.1, 8.5, 10.3	
Occupational Health and Safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	Prioritizing Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Prioritizing Occupational Health and Safety				SDG 3.3, 3.4, 3.9, 8.8, 16.1	
	403-2 Hazard identification, risk assessment, and incident investigation	Prioritizing Occupational Health and Safety				SDG 8.8	
	403-3 Occupational health services	Prioritizing Occupational Health and Safety				SDG 8.8	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Prioritizing Occupational Health and Safety	a, b	Information Unavailable	Elsewedy Electric is working on disclosing this information for the upcoming reporting periods.	SDG 8.8, 16.7	
	403-5 Worker training on occupational health and safety	Prioritizing Occupational Health and Safety				SDG 8.8	
	403-6 Promotion of worker health	Prioritizing Occupational Health and Safety				SDG 3.3, 3.5, 3.7, 3.8	

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Prioritizing Occupational Health and Safety				SDG 8.8	
	403-8 Workers covered by an occupational health and safety management system	Prioritizing Occupational Health and Safety				SDG 8.8	
	403-9 Work-related injuries	Prioritizing Occupational Health and Safety Social Indicators				SDG 3.6, 3.9, 8.8, 16.1	
	403-10 Work-related ill health	Prioritizing Occupational Health and Safety Social Indicators				SDG 3.3, 3.4, 3.9, 8.8, 16.1	
Resource Efficiency & Renewable Sources							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Manufacturing					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainable Manufacturing				SDG 6.3, 6.4, 6.A, 6.B, 12.4	
	303-2 Management of water discharge-related impacts	Sustainable Manufacturing				SDG 6.3	
	303-3 Water withdrawal	Sustainable Manufacturing Environmental Indicators				SDG 6.4	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainable Manufacturing Environmental Indicators				SDG 7.2, 7.3, 8.4, 12.2, 13.1	
	302-2 Energy consumption outside of the organization	Sustainable Manufacturing Environmental Indicators				SDG 7.2, 7.3, 8.4, 12.2, 13.1	
	302-3 Energy intensity	Sustainable Manufacturing				SDG 7.3, 8.4, 12.2, 13.1	

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Sustainable Manufacturing				SDG 7.3, 8.4, 12.2, 13.1	
	302-5 Reductions in energy requirements of products and services	Sustainable Manufacturing				SDG 7.3, 8.4, 12.2, 13.1	
Local Community Impact							
GRI 3: Material Topics 2021	3-3 Management of material topics	Delivering on Our Societal Commitments Community Health and Safety					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Delivering on Our Societal Commitments Community Health and Safety					
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Health and Safety				SDG 1.4, 2.3	
Circular Economy							
GRI 3: Material Topics 2021	3-3 Management of material topics	Circular Economy and Product Stewardship					
GRI 306: Waste 2020	301-1 Materials used by weight or volume	Environmental Indicators				SDG 8.4, 12.2	
	301-2 Recycled input materials used	Circular Economy and Product Stewardship	a.	Information unavailable/incomplete	Elsewedy Electric is preparing to disclose this information in the upcoming reporting period.	SDG 8.4, 12.2, 12.5	
	306-1 Waste generation and significant waste-related impacts	Circular Economy and Product Stewardship				SDG 3.9, 6.3, 6.6, 11.6, 12.4, 12.5	

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Circular Economy and Product Stewardship				SDG 3.9, 6.3, 8.4, 11.6, 12.4, 12.5	
	306-3 Waste generated	Circular Economy and Product Stewardship				SDG 3.9, 6.6, 11.6, 12.5, 12.4, 15.1	
	306-4 Waste diverted from disposal	Circular Economy and Product Stewardship				SDG 3.9, 11.6, 12.4, 12.5	
	306-5 Waste directed to disposal	Circular Economy and Product Stewardship				SDG 3.9, 6.6, 11.6, 12.4, 12.5, 15.1	
Climate Action							
GRI 3: Material Topics 2021	3-3 Management of material topics	Elsewedy Electric's Carbon Footprint Elsewedy Electric's Commitment to Decarbonization					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Elsewedy Electric's Carbon Footprint Elsewedy Electric 2025 Carbon Footprint Report				SDG 3.9, 12.4, 13.1, 14.3, 15.2	
	305-2 Energy indirect (Scope 2) GHG emissions	Elsewedy Electric's Carbon Footprint Elsewedy Electric 2025 Carbon Footprint Report				SDG 3.9, 12.4, 13.1, 14.3, 15.2	
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Elsewedy Electric's Carbon Footprint Elsewedy Electric 2025 Carbon Footprint Report				SDG 3.9, 12.4, 13.1, 14.3, 15.2	
	305-4 GHG emissions intensity	Elsewedy Electric's Carbon Footprint Elsewedy Electric 2025 Carbon Footprint Report				SDG 13.1, 14.3, 15.2	
	305-5 Reduction of GHG emissions	Elsewedy Electric's Carbon Footprint Elsewedy Electric 2025 Carbon Footprint Report				SDG 13.1, 14.3, 15.2	

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
Human Rights and Working Conditions							
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights Sustainable Supply Chain Management					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights Sustainable Supply Chain Management				SDG 8.8	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Sustainable Supply Chain Management				SDG 5.2, 8.7	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management					
	308-2 Negative environmental impacts in the supply chain and actions taken		a., b., c., d., e.	Information unavailable/incomplete	Elsewedy Electric is preparing to disclose this information in the upcoming reporting period.		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Management				SDG 5.2, 8.8, 16.1	
	414-2 Negative social impacts in the supply chain and actions taken		a., b., c., d., e.	Information unavailable/incomplete	Elsewedy Electric is preparing to disclose this information in the upcoming reporting period.	SDG 5.2, 8.8, 16.1	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		a., b., c	Information unavailable/incomplete	Elsewedy Electric is preparing to disclose this information in the upcoming reporting period.		

GRI Standard	Disclosure	Direct Response / Section in this Report	Omissions			SDGs Mapping	WEF metrics
			Requirement(s) Omitted	Reason	Explanation		
Protecting Ecosystems & Biodiversity Conservation							
GRI 3: Material Topics 2021	3-3 Management of material topics	Protecting Ecosystems and Biodiversity Conservation					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Protecting Ecosystems and Biodiversity Conservation					
	304-2 Significant impacts of activities, products and services on biodiversity	Protecting Ecosystems and Biodiversity Conservation					
	304-3 Habitats protected or restored	None					
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Protecting Ecosystems and Biodiversity Conservation					
Sustainable Business Model							
GRI 3: Material Topics 2021	3-3 Management of material topics	Group Environmental and Social Management System					

SASB Correspondence Table

SASB Standard - Electrical & Electronic Equipment					
Sustainability Disclosure Topics & Accounting Metrics					
Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Energy Management	(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	RT-EE-130a.1	Environmental Indicators: Energy 482,921 MWh (1,738,515 GJ)
	(2) percentage grid electricity				Environmental Indicators: Energy
	(3) percentage renewable				(2) % grid electricity: 66% (3) % renewable: 0.002%
Hazardous Waste Management	Amount of hazardous waste generated; percentage recycled	Quantitative	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. Elsewedy Electric adopts a Spill Control Procedure as part of its HSE management system, across all sites of operation.
	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Number, Kilograms (kg)	RT-EE-150a.2	
Product Safety	Number of recalls issued; total units recalled	Quantitative	Number	RT-EE-250a.1	<u>Product Quality and Safety, Customer Satisfaction and Engagement</u>
	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/incomplete 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/incomplete for the current reporting period

SASB Standard - Electrical & Electronic Equipment					
Product Lifecycle Management	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Quantitative	Percentage (%) by revenue	RT-EE-410a.2	This information is unavailable/incomplete for the current reporting period
	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	Reporting currency	RT-EE-410a.3	Measuring Our Impact Toward Sustainable Development
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-EE-440a.1	Elsewedy Electric ensures sustainable material sourcing by adhering to the RoHS and REACH frameworks, which regulate the use of harmful chemicals.
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	Integrity and Compliance at the Core of Elsewedy Electric's Business Zero Tolerance for Corruption
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	RT-EE-510a.2	No losses were recorded in the reporting year
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	RT-EE-510a.3	No losses were recorded in the reporting year
Sustainability Disclosure Topics & Accounting Metrics					
Activity Metric	Category	Unit of Measure	Code	Response	
Number of units produced by product category	Quantitative	Number	RT-EE-000.A	Total sales volume in 2025: Transformers: 20,534 MVA Meters: 5,945,842 units Cables: 185,449 tons Source: 2025 Earnings Release Report	
Number of employees	Quantitative	Number	RT-EE-000.B	Total number of employees as of 2025: 23,825	

SASB Standard - Electrical & Electronic Equipment					
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 ₂ -e, Percentage (%)	IF-EU-110a.1	Esewedy Electric's Carbon Footprint Refer to Esewedy Electric 2025 Carbon Footprint Report
	Greenhouse gas (GHG) emissions associated with power deliveries	Quantitative	Metric tons (t) CO ₂ -e	IF-EU-110a.2	Esewedy Electric's Carbon Footprint Refer to Esewedy Electric 2025 Carbon Footprint Report
	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	Esewedy Electric's Carbon Footprint Esewedy Electric's Commitment to Decarbonization Refer to Esewedy Electric 2025 Carbon Footprint Report
	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/incomplete for the current reporting period

SASB Standard - Electrical & Electronic Equipment					
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10), (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/incomplete 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 (m³), Percentage (%)	IF-EU-140a.1	Sustainable Manufacturing
Water Management	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	IF-EU-140a.2	No incidents were recorded in the reporting year
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	IF-EU-140a.3	Sustainable Manufacturing Refer to our Response to the CDP Corporate Questionnaire
Workforce Health & Safety	Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	IF-EU-320a.1	Social Indicators: Occupational Health and Safety Metrics

TCFD Correspondence Table*

TCFD Recommendation	CDP Corporate Questionnaire	Brief description
Governance		
a. Describe the board's oversight of climate-related risks and opportunities.	4.1.2	The CEO of Elsewedy Electric holds ultimate responsibility for climate-related issues, including approving budgets for climate-related projects and endorsing sustainability targets and strategic plans. This ensures the company's commitment to sustainability and accountability to stakeholders. The CSO leads the development and implementation of the Company's sustainability and climate strategies, oversees the integration of climate considerations into business planning, monitors progress against climate and sustainability targets, and reports performance to the CEO, the Board, and external stakeholders.
b. Describe management's role in assessing and managing climate-related risks and opportunities.	4.3	The Board oversees climate-related issues through scheduled meetings, where they review and guide annual budgets, strategy, transition plans, corporate targets, and value chain engagement. Their agenda includes monitoring environmental and social commitments as part of the Group's 2020–2030 Sustainability Strategy, handling external communications related to sustainability, reviewing non-financial reporting systems, approving budgets for sustainability, and updating the Company's CSR and training programmes. They also review and approve environmental policies and sign commitment letters supporting sustainability initiatives.
Strategy		
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2.1, 2.2.2, 3.1, 3.1.1, 3.6, 3.6.1	Our organization defines time horizons as short-term (0-3 years) for immediate sustainability targets, medium-term (3-10 years) for aligning with Egypt's 2030 agenda, and long-term (10-30 years) for achieving net-zero emissions by 2050. We have taken climate-related risks and opportunities into account into our financial planning, specially with regards to energy efficiency, upgrades of our facilities and advanced technology, markets and digitalization. In Elsewedy Electric's climate-related risk assessments, the considered risk types include:

*For more information, please refer to the Group's CDP Corporate Questionnaire, the 2025 Carbon Footprint Report, and the published Climate Transition Plan (available on Elsewedy Electric's website).

TCFD Recommendation	CDP Corporate Questionnaire	Brief description
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	3.1.1, 3.6.1, 5.1.2, 5.2, 5.3.1, 5.3.2, 5.14, 5.14.1	Current regulation: Elsewedy Electric must adhere to international regulations to access global markets, with non-compliance risking export losses. Water standards and import regulations also impact the business. Egytech, a subsidiary, received the BASEC certification for its solar cables, reflecting high quality. The Company continues to enhance standards by obtaining new certifications and transitioning to updated standards, with all factories ISO 14001 certified and over 50% ISO 50001 certified. 35 EPDs have been published as of the end of 2025, aiming for full product coverage by 2030. In addition, Group sustainability and carbon footprint reports are prepared annually to support compliance with Financial Regulatory Authority (FRA) ESG and TCFD disclosure requirements and other applicable national regulatory requirements. Careful supplier audits further ensure adherence to sustainability and safety standards. Emerging regulation: As part of its corporate risk management approach, the Company continuously monitors and evaluates emerging regulatory developments, with particular attention to climate-related and sustainability requirements at both national and international levels. To address potential regulatory risks, the Company implements climate-related initiatives, including greenhouse gas (GHG) reporting and decarbonization planning. Looking ahead, the Company expects further developments in energy efficiency and renewable energy regulations and plans to double its investments in these areas by the end of 2025. In addition, it aims to source 20% of its energy from renewable sources by 2030, with the intention of surpassing this target. Technology: Beyond monitoring regulatory developments and market trends, the Company continues to invest in R&D to develop products and services that support climate-related opportunities. These efforts focus on advanced materials, improved efficiency, smart technologies and digitalisation, helping to address technological risks associated with evolving technologies and changing market demand. Ongoing investment in innovative technologies, smart green buildings, fleet electrification and enhanced digital capabilities strengthens the Company's position in clean technology while improving operational efficiency. The Digital Transformation Strategy further supports the efficient use of assets, the integration of renewable energy and cost optimisation. Key risks include technological change, evolving regulatory requirements and declining demand for hydrocarbons. To manage these risks, the Company continues to invest in R&D, support the transition to emerging technologies and assess environmental risks across its value chain, strengthening its ability to respond to evolving market and regulatory expectations.
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	5.1, 5.1.1, 5.1.2	

TCFD Recommendation	CDP Corporate Questionnaire	Brief description
		Legal: Although there are currently no national climate change laws that directly affect our business operations, we acknowledge the increasing global and local focus on more stringent climate-related regulations, particularly those aimed at reducing emissions. We remain committed to meeting our environmental responsibilities by complying with all applicable local environmental and labour legislation across our manufacturing sites and business operations, including Environment Law No. 4 of 1994 and its executive regulations. To support regulatory compliance and environmental performance monitoring, an annual environmental register is maintained, covering key environmental and occupational health and safety indicators such as air emissions, noise, waste management, water quality, and other relevant parameters. Market: Elsewedy Electric continuously monitors global market developments and evaluates their potential impact on the business, taking into account factors such as economic conditions, import availability, market demand, and evolving customer preferences. Within the Egyptian market, risks associated with import constraints, supply delays, and trade restrictions may affect production, cash flow, operating costs, and overall profitability. Key market-related risks include supply chain disruptions, changing demand patterns, price volatility, rising energy costs, declining demand for hydrocarbons, stranded assets, and lower shareholder returns. To address these risks, the Company advances sustainable business models, aligns its asset portfolio with low-carbon transition pathways, increases the use of natural gas, expands the adoption of renewable energy, and explores alternative energy and water sources. Reputation: Failure to comply with applicable energy, environmental, and water-related standards may result in financial losses, significant regulatory penalties, reduced access to investment bank financing, and reputational impacts that could influence consumer preferences, stakeholder confidence, and public perception. In addition, limited participation in major industry events, such as COP27 and the WETEX & Dubai Solar Show, may reduce the Company's visibility and market presence. Key risk factors include potential impacts on stakeholder relationships, share performance, and ESG ratings. To manage these risks, Elsewedy Electric maintains a strong sustainability governance framework, establishes science-based climate targets aligned with the Sustainable Development Goals (SDGs), promotes transparent reporting, communicates its sustainability commitments and progress, and strengthens collaboration with a broad range of stakeholders.

TCFD Recommendation	CDP Corporate Questionnaire	Brief description
		Acute physical: Elsewedy Electric's manufacturing operations rely on an upstream value chain for the supply of materials and components, making them susceptible to disruptions arising from extreme weather events, the impacts of climate change, global economic conditions, and shortages of raw materials. These factors may affect operational continuity, pricing, and delivery timelines. Following previous challenges associated with third-party security providers and periods of instability, the Company established its own security business to strengthen compliance with required standards and safeguard operations against theft and fraud. Key risks include damage to infrastructure, business interruptions, recovery costs, and potential impacts on employee health and safety. To reduce these risks, Elsewedy Electric implements technical measures to protect infrastructure, applies rigorous design standards, strengthens environmental monitoring, deploys early warning systems, and diversifies its portfolio across multiple geographies and sectors. Chronic physical risks: Long-term physical climate risks, including sea level rise, extreme weather events, and changing climate patterns, may affect both our production facilities and supply chain, particularly operations and suppliers located in coastal areas or regions exposed to severe weather conditions. The production and supply of smart electricity meters, including those manufactured by Iskraemeco, are associated with several sustainability-related challenges, including: • Conflict Minerals: The sourcing of gold, tantalum, tungsten and tin (3TG) may involve regions affected by conflict, such as the Democratic Republic of Congo, where mineral extraction can be linked to environmental degradation and human rights concerns. • Material Scarcity: The increasing scarcity of critical raw materials identified by the European Commission requires ongoing efforts to identify suitable alternative materials. • E-Waste: Rising volumes of electronic waste, coupled with insufficient recycling practices, underscore the importance of extending product lifecycles and strengthening end-of-life recycling solutions. • Resource Usage: Manufacturing processes require substantial consumption of energy, water and gas, creating opportunities to improve product design and production practices to reduce environmental impacts. To address these challenges, the Company continues to strengthen supply chain transparency, evaluate alternative materials where feasible, enhance product durability and recyclability, and improve resource efficiency to minimise pollution and reduce environmental impacts.

TCFD Recommendation	CDP Corporate Questionnaire	Brief description
Risk Management		
a. Describe the organization's processes for identifying and assessing climate-related risks.	2.1, 2.2.1, 2.2.2, 2.2.5, 2.2.6, 2.2.8, 2.2.9	In 2024, we conducted a comprehensive risk assessment process focusing on climate-related risks and opportunities. To carry out this assessment, we appointed an ESG and Climate Consultant to identify and evaluate the impacts of climate change on the Company. An initial inventory of risks and impacts has been developed, covering both transition and physical risks. The work also involved creating a tailored impact assessment methodology and process for Elsewedy Electric, covering both physical and transitional risks and opportunities. All risks were evaluated based on the significance of the impacts and the likelihood of occurrence. As part of Elsewedy Electric's updated 2020-2030 ESG strategy, processes will be implemented to manage climate-related risks, integrating them into our business-as-usual processes. These will include the following four areas: - Electricity, fuel and water consumption - Raw materials and supply chain - Product Environmental Footprint and GHG potential - Policies The organization has not yet integrated the processes for identifying, evaluating, and handling climate-related risks into its overall risk management. This integration is anticipated to be completed by the end of Q4 2025.
b. Describe the organization's processes for managing climate-related risks.	2.1, 2.2.1, 2.2.8, 2.2.9	
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2.1, 2.2.1	
Metrics and Targets		
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	7.52, 7.54, 7.54.1, 7.54.2	Elsewedy Electric has detailed its gross global Scope 3 emissions, encompassing a range of categories with some areas still under development. For the category of purchased goods and services, the reported emissions amount to 3,301,530 metric tons CO2e. This figure is derived using the average data method and includes emissions from the procurement of raw materials, packaging materials, consumables, paper, ink, and municipal water use. The majority of these emissions, about 97%, come from raw material procurement. The emissions calculation involves multiplying the total purchased materials by emission factors from the UK Government GHG Conversion Factors for Company Reporting (DEFRA UK).
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	7.6, 7.7, 7.8, 7.8.1, 12.1, 12.1.1, 12.1.3, 12.3	
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	7.53, 7.53.1, 7.53.2, 7.53.4, 7.54, 7.54.1, 7.54.2	In the category of fuel-and-energy-related activities not included in Scope 1 or 2, the reported emissions are 36,864 metric tons CO2e, calculated using both fuel-based and distance-based methods. These emissions cover Well-To-Tank (WTT) emissions from stationary and mobile fuel combustion. The calculation is based on fuel consumption data and emission factors from DEFRA UK.

TCFD Recommendation	CDP Corporate Questionnaire	Brief description
		For upstream transportation and distribution, emissions are reported at 150,675 metric tons CO2e. These emissions are calculated using average data and distance-based methods, including Well-To-Tank (WTT) and Tank-To-Wheel (TTW) emissions from transporting raw materials to the company's factories and warehouses. Data for these calculations come from logistics operations, with emission factors applied from DEFRA UK.
		Waste generated in operations contributes 1,307 metric tons CO2e. This total includes emissions from solid waste and wastewater treatment. Emissions are calculated using waste-type-specific methods and emission factors from DEFRA UK, covering all stages from collection to final disposal.
		Business travel emissions are reported as 1,995 metric tons CO2e. These include emissions from air and land travel and hotel stays. The emissions are calculated using distance-based methods and emission factors for various travel modes and accommodations from DEFRA UK.
		Employee commuting results in 80,646 metric tons CO2e, calculated using average data and distance-based methods for emissions related to commuting in rented coasters. The calculation uses data on passenger numbers, distances traveled, and fuel types.
		Downstream transportation and distribution emissions are reported as 411 metric tons CO2e. This category includes emissions from transporting finished products to customers, both locally and internationally, calculated using average data, fuel-based, and distance-based methods. The calculations use data from the logistics division and DEFRA UK emission factors.
		Several categories are noted as not yet calculated or not relevant. For capital goods, the emissions are not yet calculated due to the extensive data required. The company is working on an ESG data collection system to provide these figures in the next two years. The use of sold products and end-of-life treatment categories are also not yet calculated due to insufficient data. However, the company is developing Environmental Product Declarations (EPDs) for its products and aims to achieve 100% EPD/Green Label products by 2030.
		The categories for upstream leased assets, downstream leased assets, and franchises are deemed not relevant as Elsewedy Electric does not lease assets to external parties or franchise its operations. Lastly, the investments category is relevant but not yet calculated. The company is working on integrating social and environmental criteria into its investment efforts, with plans to align investment criteria with sustainability priorities as part of its Corporate Environmental and Social Management System (C-ESMS).

TNFD Correspondence Table

TNFD Disclosure Recommendations	Report Section(s) (or direct answer)
Governance	
a. Describe the board’s oversight of nature-related dependencies, impacts, risks and opportunities.	Elsewedy discloses oversight of sustainability-, ESG-, and climate-related matters through the Board of Directors and the Audit, Compliance & Risk Committee. The Bank’s Chief Sustainability Officer (CSO) supports the integration of climate, circular economy, and biodiversity considerations across the Bank’s sustainability agenda. Elsewedy Electric’s 2020–2030 Sustainability Strategy provides a clear framework for expanding access to reliable energy, enabling the shift to a low-carbon economy, and advancing digitalization and sustainable infrastructure. References: Corporate Governance; Group Environmental and Social Management System; Managing Climate Risks and Opportunities
b. Describe management’s role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	Elsewedy identifies executive and management responsibilities for sustainability-related matters through the Audit, Compliance & Risk Committee and the Chief Sustainability Officer (CSO). These functions oversee the implementation of the 2020-2030 Sustainability Strategy, ESG risk assessment processes, and climate risk integration. References: Corporate Governance; Group Environmental and Social Management System; Managing Climate Risks and Opportunities
c. Describe the organization’s human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organization’s assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	Elsewedy Electric integrates human rights considerations across its operations and value chain through its Group Human Rights Policy, due diligence processes, and Environmental and Social Management System (ESMS). The Group conducts regular human rights assessments covering labor practices, supply chain risks, and community impacts, while aligning its approach with international frameworks including the UN Guiding Principles on Business and Human Rights, IFC Performance Standards, and the International Bill of Human Rights. Elsewedy Electric also maintains stakeholder engagement and social investment initiatives and has expanded its Human Rights Policy to address issues such as resettlement and livelihood restoration, respect for Indigenous Peoples, protection of cultural heritage, and access to a healthy environment. References: Group Environmental and Social Management System; Managing Climate Risks and Opportunities; Community Health and Safety; Human Rights Assessments

TNFD Disclosure Recommendations	Report Section(s) (or direct answer)
Strategy	
a. Describe the nature-related dependencies, impacts, risks and opportunities the organization has identified over the short, medium and long term.	Elsewedy identifies several nature-related topics as part of its sustainability strategy, including biodiversity conservation, ecosystem protection, water stewardship, climate resilience, and the management of environmental impacts across its operations and value chain. The Group continues to strengthen its approach to these issues through its Environmental and Social Management System (ESMS), biodiversity policies, stakeholder engagement processes, environmental and social due diligence procedures, and project-specific management plans. Nature-related considerations are integrated into the Company’s sustainability governance, risk management, and decision-making processes, supported by ongoing efforts to enhance internal capabilities, improve environmental performance, and promote responsible resource management and long-term sustainable development. References: Managing Climate Risks and Opportunities; Protecting Ecosystems and Biodiversity Conservation; Managing Resources Responsibly
b. Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organization’s business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	Elsewedy integrates environmental and sustainability considerations into its business strategy, risk management processes, operations, and long-term value creation approach. Through its Environmental and Social Management System (ESMS), biodiversity policies, climate initiatives, environmental and social due diligence processes, and stakeholder engagement activities, the Group works to manage environmental impacts, promote responsible resource use, protect ecosystems, and enhance resilience across its operations and projects. Nature-related considerations are further supported through sustainability governance structures, environmental performance initiatives, and ongoing efforts to strengthen the Company’s capabilities in addressing biodiversity, water stewardship, climate-related challenges, and broader environmental risks and opportunities. References: A Sustainability Strategy Designed for Impact; Managing Climate Risks and Opportunities; Managing Resources Responsibly; Protecting Ecosystems and Biodiversity Conservation
c. Describe the resilience of the organization’s strategy to nature-related risks and opportunities, taking into consideration different scenarios.	Elsewedy strengthens the resilience of its business strategy through the integration of environmental and social considerations into its governance, risk management, and operational processes. Through its Environmental and Social Management System (ESMS), biodiversity conservation initiatives, environmental and social due diligence procedures, stakeholder engagement activities, and project-specific management plans, the Group works to identify, assess, and manage environmental risks and impacts across its operations and value chain. These measures support informed decision-making, responsible resource management, and the long-term sustainability of the business in the face of evolving environmental and nature-related challenges. References: Managing Climate Risks and Opportunities; Protecting Ecosystems and Biodiversity Conservation

TNFD Disclosure Recommendations	Report Section(s) (or direct answer)
d. Disclose the locations of assets and/or activities in the organization's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	Elsewedy Electric's operations include manufacturing facilities, projects, supply chain activities, and community-facing operations across multiple geographies. Through its biodiversity conservation initiatives, environmental and social due diligence processes, stakeholder engagement activities, and environmental management plans, the Group identifies and manages nature-related risks and impacts in locations where ecosystems, natural resources, and local communities may be affected. References: Managing Climate Risks and Opportunities; Protecting Ecosystems and Biodiversity Conservation; Managing Resources Responsibly; Community Health and Safety
Risk and Impact Management	
a. i. Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its direct operations.	Elsewedy Electric identifies and assesses nature-related risks, impacts, dependencies, and opportunities through its Environmental and Social Management System (ESMS), environmental and social due diligence procedures, biodiversity conservation initiatives, environmental and social management plans, and stakeholder engagement processes. The Group evaluates environmental impacts associated with its operations and projects, including biodiversity, ecosystem protection, water stewardship, resource use, and community-related environmental considerations, and applies mitigation measures in line with established management frameworks. References: Managing Climate Risks and Opportunities; Protecting Ecosystems and Biodiversity Conservation; Managing Resources Responsibly
a. ii. Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).	
b. Describe the organization's processes for monitoring nature-related dependencies, impacts, risks and opportunities.	Elsewedy Electric monitors nature-related dependencies, impacts, risks, and opportunities through its Environmental and Social Management System (ESMS), environmental and social due diligence processes, stakeholder engagement activities, internal assessments, and project-specific environmental and social management plans. The Group tracks environmental performance and project-related impacts, including biodiversity, ecosystem protection, water stewardship, and community-related environmental risks, to support ongoing risk management, regulatory compliance, and continuous improvement across its operations and value chain. References: Managing Climate Risks and Opportunities; Managing Resources Responsibly; Protecting Ecosystems and Biodiversity Conservation

TNFD Disclosure Recommendations	Report Section(s) (or direct answer)
c. Describe how processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform the organization's overall risk management processes.	Elsewedy integrates the identification, assessment, prioritization, and monitoring of nature-related risks into its broader sustainability and risk management framework through its Environmental and Social Management System (ESMS), environmental and social due diligence procedures, stakeholder engagement activities, and environmental and social management plans. Environmental considerations such as biodiversity, ecosystem protection, water stewardship, resource use, and community impacts are evaluated as part of project development and operational decision-making processes, enabling the Group to manage risks, implement mitigation measures, support regulatory compliance, and strengthen long-term sustainability performance across its operations and value chain. References: Strategic Sustainability Governance; Managing Climate Risks and Opportunities; Community Health and Safety
Metrics and Targets	
a. Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	Elsewedy uses environmental and sustainability metrics to assess and manage nature-related risks and opportunities, including indicators related to biodiversity conservation, water management, resource consumption, waste management, greenhouse gas emissions, environmental compliance, supplier sustainability performance, and community-related environmental impacts. These metrics are monitored through the Group's ESMS, sustainability programs, supplier assessments, and environmental reporting processes. References: Managing Climate Risks and Opportunities; Managing Resources Responsibly; Protecting Ecosystems and Biodiversity Conservation; ESG Indicators
b. Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature.	Elsewedy uses environmental and sustainability metrics to assess and manage its dependencies and impacts on nature, including indicators related to biodiversity conservation, water consumption and stewardship, resource use, waste generation and management, greenhouse gas emissions, environmental compliance, and community-related environmental impacts. These metrics are monitored through the Group's ESMS, environmental management programs, sustainability reporting processes, and project-level environmental and social assessments. References: A Sustainability Strategy Designed for Impact; Our Commitments and Progress; ESG Indicators; Managing Resources Responsibly; Protecting Ecosystems and Biodiversity Conservation; Managing Climate Risks and Opportunities
c. Describe the targets and goals used by the organization to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	Elsewedy has established targets and commitments related to biodiversity conservation, responsible resource management, water stewardship, emissions reduction, environmental compliance, sustainable supply chains, and ecosystem protection. Progress is monitored through the Group's sustainability reporting, environmental management programs, ESMS, supplier assessment processes, and environmental and social risk management activities, enabling continuous improvement in managing nature-related impacts, risks, and opportunities. References: A Sustainability Strategy Designed for Impact; Our Commitments and Progress; Managing Climate Risks and Opportunities; Managing Resources Responsibly; Protecting Ecosystems and Biodiversity Conservation; ESG Indicators

Alignment with the Integrated Reporting <IR> Framework

This Report is developed in accordance with the International Integrated Reporting Framework. This Framework covers both guiding principles and content elements.

Guiding Principles	Our Approach	Cross Reference
A. Strategic focus and future orientation	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.	Sustainability at the Core
B. Connectivity of information	This report establishes a clear link between Elsewedy Electric's operating environment, strategy, performance, as well as key risks and opportunities.	Sustainability at the Core
C. Stakeholder relationships	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.	Connecting with Stakeholders
D. Materiality	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.	Materiality Assessment
E. Conciseness	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
F. Reliability and completeness	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
G.Consistency and comparability	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

Guiding Principles	Our Approach
Organizational overview and external environment	An Overview: Elsewedy Electric Group
Governance	Strategic Sustainability Governance
Business model	An Overview: Elsewedy Electric Group Sustainability at the Core
Risks and opportunities	Sustainability at the Core
Strategy and resource allocation	Sustainability at the Core
Performance	Sustainability at the Core
Outlook	Sustainability at the Core
Basis of preparation and presentation	About this Report
General reporting guidance	About this Report

IFRS S1 Correspondence Table

IFRS S1 Disclosures	Direct Response OR Reference Section
Governance	
(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:	
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)	
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	
iii. How and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities	
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	Strategic Sustainability Governance
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.	
(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	
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.	

IFRS S1 Disclosures	Direct Response OR Reference Section
Strategy	
(a) The sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	
(b) The current and anticipated effects of those sustainability-related risks and opportunities on the entity's business model and value chain	
(c) The effects of those sustainability-related risks and opportunities on the entity's strategy and decision-making	Sustainability Risks, Opportunities, and Impacts
(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	
(e) The resilience of the entity's strategy and its business model to those sustainability-related risks	
Sustainability-related risks and opportunities	
(a) Describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	
(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	Sustainability Risks, Opportunities, and Impacts Refer to our Response to the CDP Corporate Questionnaire
(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.	
Business model and value chain	
(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 our Response to the CDP Corporate Questionnaire
(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).	

IFRS S1 Disclosures		Direct Response OR Reference Section
Strategy and decision-making		
(a) How the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making;		A Sustainability Strategy Designed for Impact Our Commitments and Progress Refer to our Response to the CDP Corporate Questionnaire
(b) The progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information		
(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).		
Financial position, financial performance and cash flows		
(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)		This information is currently unavailable or incomplete for this reporting period. Elsewedy Electric is actively working to disclose this information in future reports.
(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).		
Quantitative and qualitative information		
(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:		
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		

IFRS S1 Disclosures	Direct Response OR Reference Section
(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.	
Preparing disclosures about the anticipated financial effects of a sustainability-related risk or opportunity	
(a) Use all reasonable and supportable information that is available to the entity at the reporting date without undue cost or effort	This information is currently unavailable or incomplete for this reporting period. Elsewedy Electric is actively working to disclose this information in future reports.
(b) Use an approach that is commensurate with the skills, capabilities and resources that are available to the entity for preparing those disclosures.	
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	
(a) Explain why it has not provided quantitative information	
(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	
(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.	
Resilience	
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.	A Sustainability Strategy Designed for Impact Our Commitments and Progress Sustainability Risks, Opportunities, and Impacts
Risk management	
(a) To understand an entity's processes to identify, assess, prioritize 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	Sustainability Risks, Opportunities, and Impacts Managing Climate Risks and Opportunities
(b) To assess the entity's overall risk profile and its overall risk management process.	Refer to our Response to the CDP Corporate Questionnaire

IFRS S1 Disclosures	Direct Response OR Reference Section
To achieve this objective, an entity shall disclose information about:	
(a) The processes and related policies the entity uses to identify, assess, prioritize and monitor sustainability-related risks, including information about:	
i. The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes)	
ii. Whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks	
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)	Sustainability Risks, Opportunities, and Impacts Managing Climate Risks and Opportunities
iv. Whether and how the entity prioritizes sustainability-related risks relative to other types of risk	Refer to our Response to the CDP Corporate Questionnaire
v. How the entity monitors sustainability-related risks	
vi. Whether and how the entity has changed the processes it uses compared with the previous reporting period	
(b) The processes the entity uses to identify, assess, prioritize and monitor sustainability-related opportunities	
(c) The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process.	
Metrics and targets	
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.	
a) Metrics required by an applicable IFRS Sustainability Disclosure Standard	A Sustainability Strategy Designed for Impact Our Commitments and Progress
(b) Metrics the entity uses to measure and monitor:	
i. That sustainability-related risk or opportunity	
ii. 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.	

IFRS S1 Disclosures	Direct Response OR Reference Section
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:	
(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	
(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);	
(c) Whether the metric is validated by a third party and, if so, which party	
(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	
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:	A Sustainability Strategy Designed for Impact Our Commitments and Progress
(a) The metric used to set the target and to monitor progress towards reaching the target	
(b) The specific quantitative or qualitative target the entity has set or is required to meet	
(c) The period over which the target applies	
(d) The base period from which progress is measured	
(e) Any milestones and interim targets	
(f) Performance against each target and an analysis of trends or changes in the entity's performance	
(g) Any revisions to the target and an explanation for those revisions.	

IFRS S2 Correspondence Table

IFRS S2 Disclosures	Direct Response or Reference Section
Governance	
(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:	
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)	
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	
iii. How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities	
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	Strategic Sustainability Governance Refer to our Response to the CDP Corporate Questionnaire
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	
(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:	
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.	

IFRS S2 Disclosures	Direct Response or Reference Section
Strategy	
(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	
(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	Managing Climate Risks and Opportunities Refer to our Response to the CDP Corporate Questionnaire
(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	
Climate-related risks and opportunities	
(a) Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	
(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	Managing Climate Risks and Opportunities
(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 our Response to the CDP Corporate Questionnaire
(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	Direct Response or Reference Section
Business model and value chain	
(a) Description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain	Managing Climate Risks and Opportunities Refer to our Response to the CDP Corporate Questionnaire
(b) Description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated	
Strategy and decision-making	
(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	
ii. Current and anticipated direct mitigation and adaptation efforts	Managing Climate Risks and Opportunities Our Progress
iii. Current and anticipated indirect mitigation and adaptation efforts	Refer to our Response to the CDP Corporate Questionnaire
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	Refer to Esewedey Electric 2025 Carbon Footprint Report
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	
(c) Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods	
Financial position, financial performance, and cash flows	
(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)	
(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).	This information is currently unavailable or incomplete for this reporting period. Elsewedey Electric is actively working to disclose this information in future reports.
Quantitative and qualitative information about:	

IFRS S2 Disclosures	Direct Response or Reference Section
(a) How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	
(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 currently unavailable or incomplete for this reporting period. Elsewedey Electric is actively working to disclose this information in future reports.
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	
(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	
Climate resilience	
(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:	
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	
ii. The significant areas of uncertainty considered in the entity's assessment of its climate resilience	
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:	Refer to our Response to the CDP Corporate Questionnaire
(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	
(2) The entity's ability to redeploy, repurpose, upgrade or decommission existing assets	
(3) The effect of the entity's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience	

IFRS S2 Disclosures		Direct Response or Reference Section
(b) How and when the climate-related scenario analysis was carried out, including:		
i. Information about the inputs the entity used, including: (1) which climate-related scenarios the entity used for the analysis and the sources of those scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks. (4) whether the entity used, among its scenarios, a climate related scenario aligned with the latest international agreement on climate change. (5) why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) the time horizons the entity used in the analysis; and (7) what scope of operations the entity used in the analysis		Refer to our Response to the CDP Corporate Questionnaire
ii. The key assumptions the entity made in the analysis, including assumptions about: (1) climate-related policies in the jurisdictions in which the entity operates. (2) macroeconomic trends. (3) national- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources); (4) energy usage and mix; and (5) developments in technology; and		
iii. The reporting period in which the climate-related scenario analysis was carried out		
Risk management		
(a) the processes and related policies the entity uses to identify, assess, prioritize and monitor climate-related risks, including information about:		
i. The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);		Managing Climate Risks and Opportunities
ii. Whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;		Refer to our Response to the CDP Corporate Questionnaire
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);		

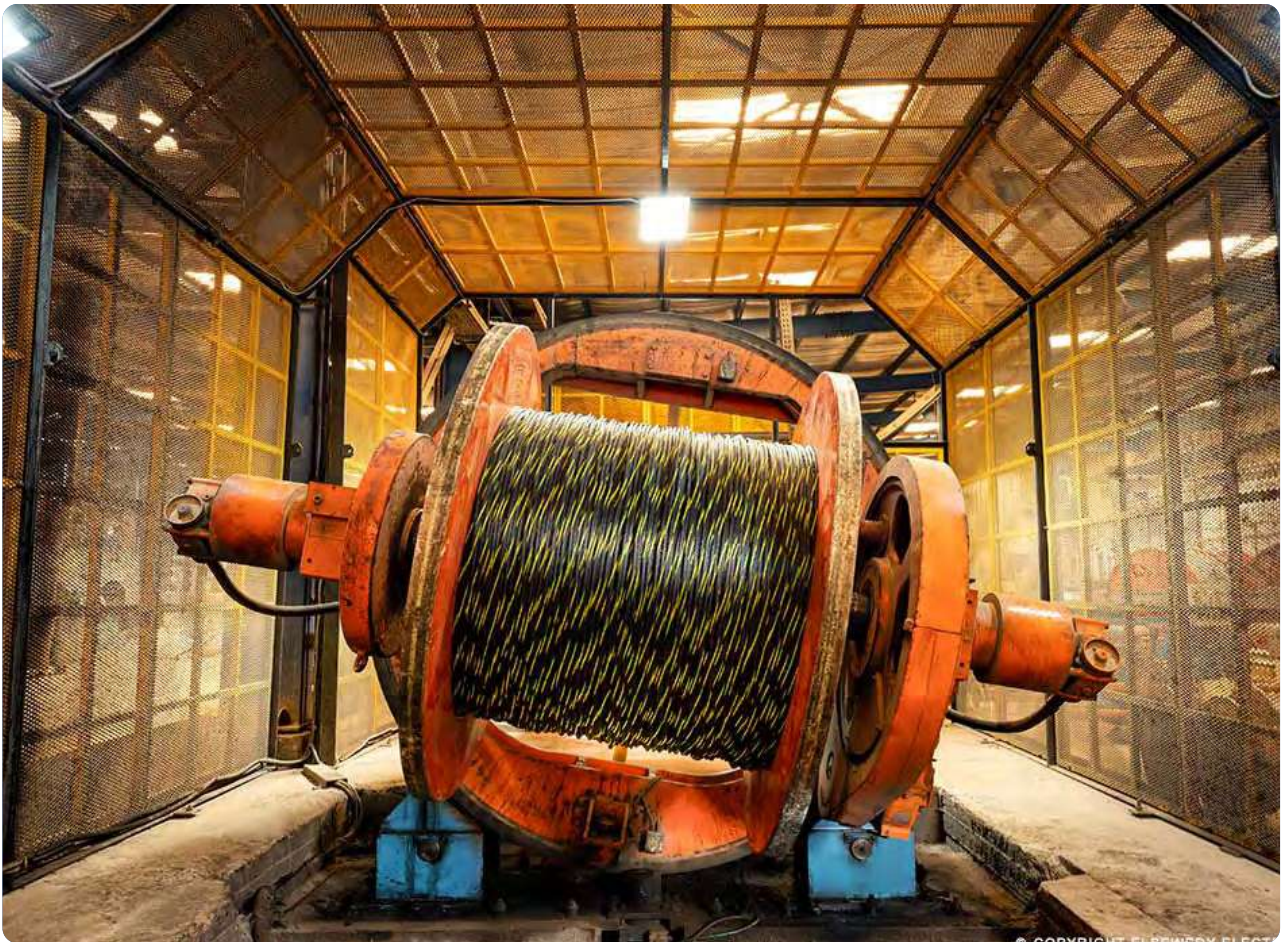
IFRS S2 Disclosures	Direct Response or Reference Section
iv. Whether and how the entity prioritizes climate-related risks relative to other types of risk;	
v. How the entity monitors climate-related risks;	
vi. Whether and how the entity has changed the processes it uses compared with the previous reporting period;	Managing Climate Risks and Opportunities Refer to our Response to the CDP Corporate Questionnaire
(b) The processes the entity uses to identify, assess, prioritize and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities;	
(c) The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	
Metrics and targets	
(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	Managing Climate Risks and Opportunities Our Progress Refer to our Response to the CDP Corporate Questionnaire
(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	Refer to Esewedy Electric 2025 Carbon Footprint Report
Climate-related metrics	
(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: (1) Scope 1 greenhouse gas emissions; (2) Scope 2 greenhouse gas emissions; (3) Scope 3 greenhouse gas emissions;	Esewedy Electric's Carbon Footprint Environmental Indicators Refer to Esewedy Electric 2025 Carbon Footprint Report
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	Refer to Esewedy Electric 2025 Carbon Footprint Report

IFRS S2 Disclosures	Direct Response or Reference Section
iii. Disclose the approach it uses to measure its greenhouse gas emissions, including: (1) the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions; (2) the reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; (3) any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	
iv. For Scope 1 and Scope 2 greenhouse gas emissions, disaggregate emissions between: (1) the consolidated accounting group (for example, for an entity applying IFRS Accounting Standards, this group would comprise the parent and its consolidated subsidiaries); (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);	
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	Refer to Esewedy Electric 2025 Carbon Footprint Report
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) (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	
(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	

IFRS S2 Disclosures	Direct Response or Reference Section
(d) Climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities	
(e) Capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	
(f) Internal carbon prices—the entity shall disclose: 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) ii. The price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions;	Refer to Esewedy Electric 2025 Carbon Footprint Report
(g) Remuneration—the entity shall disclose: i. Description of whether and how climate-related considerations are factored into executive remuneration ii. The percentage of executive management remuneration recognized in the current period that is linked to climate related considerations	
Climate-related targets	
(a) The metric used to set the target	
(b) The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives)	
(c) The part of the entity to which the target applies	Refer to Esewedy Electric 2025 Carbon Footprint Report
(d) The period over which the target applies	
(e) The base period from which progress is measured	
(f) Any milestones and interim targets	

IFRS S2 Disclosures	Direct Response or Reference Section
(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	
(b) The entity's processes for reviewing the target	
(c) The metrics used to monitor progress towards reaching the target	
(d) Any revisions to the target and an explanation for those revisions	Refer to Esewedy Electric 2025 Carbon Footprint Report
For each greenhouse gas emissions target	
(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) Whether the target was derived using a sectoral decarbonization approach.	

IFRS S2 Disclosures	Direct Response or Reference Section
(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	
i. The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits.	
ii. Which third-party scheme(s) will verify or certify the carbon credits	Esewedy Electric does not currently have a plan regarding the use of carbon credits.
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.	
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	



UNGC Correspondence Table

Principle	Description	Report Section(s)
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Human Rights
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	Human Rights
Labour		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Integrity and Compliance at the Core of Elsewedy Electric's Business Human Rights
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor	Human Rights
Principle 5	Businesses should uphold the effective abolition of child labor.	Human Rights
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Human Rights Diversity, Equity, and Holistic Wellbeing
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Accelerating Decarbonization Towards a Low-Carbon Economy Managing Resources Responsibly
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Accelerating Decarbonization Towards a Low-Carbon Economy Managing Resources Responsibly
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Accelerating Decarbonization with Efficient and Digital Products and Solutions
Anti-corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Integrity, Foundation of Elsewedy Electric's Business Zero Tolerance for Corruption

Abbreviations and Acronyms

ARM	Audit and Risk Management	LTISR	Lost-time Injury Severity Rate
BCM	Business Continuity Management	MWh	Megawatt-hour
CDP	Carbon Disclosure Project	OHS	Occupational Health and Safety
CEO	Chief Executive Officer	OIFR	Occupational Illness Frequency Rate
CSO	Chief Sustainability Officer	OMP	Operational Management Procedures
BoD	Board of Directors	PSP	Power Systems Projects
EPD	Environmental Product Declaration	PTW	Permit-to-Work
ESG	Environmental, Social, and Governance	PwD	People with Disabilities
ESMS	Environmental and Social Management System	PV	Photovoltaic
FRA	Financial Regulatory Authority	R&D	Research and Development
GHG	Greenhouse Gas	S&P CSA	S&P Global Corporate Sustainability Assessment
GRI	Global Reporting Initiative	SASB	Sustainability Accounting Standards Board
HSE	Health, Safety, and Environment	SDG	Sustainable Development Goal
IFRS	International Finance Reporting Standards	STA	Elsewedy Technical Academy
ISO	International Standardization Organization	t	Metric Tons
IT	Information Technology	TBT	Toolbox Talk
kWh	Kilowatt-hour	TCFD	Taskforce on Climate-Related Financial Disclosures
L&D	Learning and Development	mtCO ₂ e	Metric Tons of Carbon Dioxide Equivalent
LCA	Life Cycle Assessment	UNGC	United Nations Global Compact
LTIFR	Lost-time Injury Frequency Rate		