



Pathways to Sustainability:

# PETROJET's First Sustainability Report 2024

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# About The Report

This document is PETROJET's first Sustainability Report; it offers stakeholders a comprehensive overview of the Company's sustainability-related activities and financial performance.

In this report, "PETROJET," "the Company," "the organization," and "we" refer to PETROJET, a joint-stock multidisciplinary integrated contractor founded in 1975 as the construction arm of the Egyptian petroleum sector.

## Reporting Boundaries

The reporting period encompasses one calendar year, from January 1st, 2024, to December 31st, 2024. It focuses on the activities and operations conducted within PETROJET headquarters and all branches—some information from before this period may be included to provide relevant context. PETROJET commits to publishing this report annually to track its progress and update its environmental, social, and governance (ESG) priority topics.

## Reporting Guidelines

This report was developed in accordance with the Global Reporting Initiative's (GRI) Sustainability Reporting Standards for 2021.

## Acknowledgment

We acknowledge the contributions of all relevant internal functions at PETROJET in preparing this report.

## Forward-looking Statements

This report may include forward-looking statements related to PETROJET's business, identified by terms such as "will," "planned," and "expected." These statements reflect PETROJET's current views on future events and are subject to risks and uncertainties. Various factors could cause actual decisions or achievements to diverge from those expressed in these statements.

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# Message from the Chairman and Managing Director



## Dear Stakeholders,

It is my pleasure to introduce PETROJET's first sustainability report, which sets the scene for our sustainability transition journey, shows our dedication to society, the environment, and our people, and underlines PETROJET's position as a market leader.

As part of our leadership's commitment to establishing robust governance and an environment of transparency and accountability, we have set up specialized sustainability committees to supervise our approach and initiatives and ensure they support our strategic objectives (2022–2026), Ministry of Petroleum and EGPC strategy, as well as the Egyptian General Petroleum Corporation (EGPC)'s strategy and Modernization Program. These committees report to the Board of Directors to ensure strategic alignment and a clear direction.

Our long-term sustainability goals at PETROJET focus on innovation and integration. In the medium to long term, we foresee fulfilling sustainability considerations and being leaders in our sector by establishing social and environmental governance standards. We believe sustainable practices are crucial for fostering resilience and long-term value, not just moral obligations.

Our activities must align with both local and international regulations. We closely monitor regulatory developments to ensure that our procedures not only meet but exceed compliance requirements. By adopting a proactive approach, we can adapt to changes and position PETROJET as a responsible leader in sustainability. Our commitment to these principles shapes our strategy and enhances our reputation with stakeholders.

PETROJET has made significant progress toward sustainability in the last year. Using cutting-edge technologies and launching initiatives that support equality and community development, we have increased our societal footprint and decreased our carbon footprint. These accomplishments show our commitment to generating long-term benefits for the environment and our stakeholders.

I am enthusiastic about PETROJET's prospects as we proceed. We will keep working together to create a sustainable future in which our company prospers alongside the communities we serve.

With my best regards,

**Eng. Waleed Loffy**

Chairman and Managing Director

# Our Sustainability Journey

In February 2024, PETROJET marked a pivotal moment in its sustainability journey with the official launch of its Sustainability Program. The event brought together the Chairman and Managing Director, senior management, and employees from across the organization, demonstrating PETROJET's collective commitment to integrating sustainability into its corporate strategy and operations.

A key highlight of the event was the formal signing of PETROJET's Sustainability Policy, reinforcing the Company's pledge to uphold environmental stewardship, social responsibility, and sound governance practices. The policy serves as a guiding framework, ensuring that sustainability remains a fundamental pillar of decision-making across all business functions.

During the event, leadership underscored PETROJET's role in driving sustainable development within the energy and infrastructure sectors, emphasizing the importance of innovation, responsible resource management, and stakeholder engagement. Employees were encouraged to actively participate in this transformation, aligning their daily operations with PETROJET's broader sustainability goals.

This launch represents a significant step forward, setting the foundation for a structured and measurable approach to sustainability. Through this program, PETROJET is committed to embedding sustainable practices, enhancing transparency, and contributing to a more resilient and responsible future.



# 1.

## PETROJET at a Glance

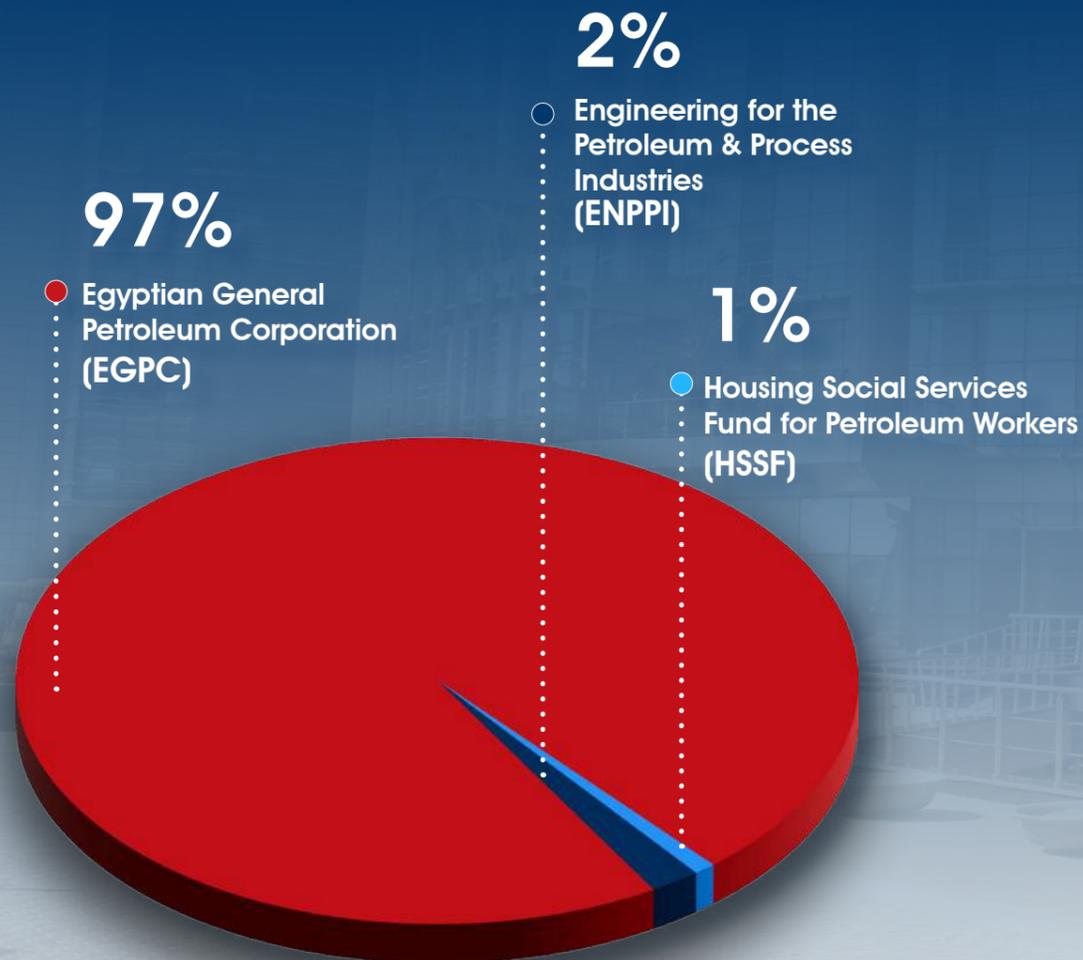
- What We Do
- Vision and Mission
- Strategic Direction
- Financial Performance
- ESG Performance



# PETROJET at a Glance

PETROJET is headquartered in Cairo, Egypt, and ranks amongst the leading regional EPC Contractors. Since its founding in 1975, the Company has grown steadily pace, building a world-class experience base across various strategic focus areas, such as Oil & Gas, Chemicals & Petrochemicals, Power, Industrial, and Infrastructure. Additionally, PETROJET operates six American Society of Mechanical Engineers (ASME)-certified fabrication workshops both inside and outside Egypt.

## Ownership structure



## Regional and Global Presence

- **Geographic Reach:** Operates in more than 14 countries across the Middle East and North Africa.
- **Global Standing:**

**145<sup>th</sup>**  
of the Top 250 Global Contractors (Engineering News-Record, 2023)

**140<sup>th</sup>**  
of the Top 250 International Contractors (Engineering News-Record, 2023)

**18<sup>th</sup>**  
of the Top 25 EPC Contractors (Oil and Gas Middle East Magazine, 2023)

**Workforce**  
**44,956**

**31,832**  
Direct Employees

**13,124**  
Indirect Employees (workers)

**Equipment**  
**+ 11,000**

**Branches**  
**20**

**14**  
Branches

**4**  
Representative Offices

**2**  
Logistics Hubs

## Noteworthy Achievements

### 1. Digitalizing the Client Satisfaction Process

**Process:** PETROJET has launched a digital portal to enhance client satisfaction survey collection, moving away from paper-based methods. This platform improves transparency in assessing customer satisfaction across domestic and regional projects and allows for real-time data collection and analysis, quickly identifying areas for improvement. Survey results are regularly shared with management for prompt responses to challenges, promoting operational excellence. Additionally, the paperless system boosts stakeholder engagement and supports PETROJET's sustainability initiatives by reducing environmental impact and fostering accountability.



### 2. Obtaining a license from the Egyptian Nuclear and Radiological Regulatory Authority to manufacture nuclear equipment within the scope of nuclear safety Class 2,3

PETROJET has achieved a significant milestone by becoming the first company from Egypt, the Arab region, and Africa to be licensed to manufacture equipment in nuclear safety areas (Safety Class II & III) for nuclear energy projects. This license was granted by the Nuclear and Radiological Regulatory Authority, positioning PETROJET as a pioneer in manufacturing equipment for nuclear power plant projects.



### 3. Obtaining a patent for a metal electrode welding wire dedicated to welding specialized steel alloys in high pressure and temperature industrial applications:

The workshops obtained a patent for an innovative metal electrode welding wire (SMAW) for welding 20CrMoV13-5-5 steel alloys used in heavy industry. The wire enhances welded joints' mechanical properties and achieves up to 90,000 PSI tensile strength using locally reinforced iron, meeting global standards.

This innovation addresses the shortage of suitable welding wires, offering an economical and sustainable solution for industrial equipment maintenance and manufacturing. The formula has demonstrated efficiency in thermal and mechanical tests, ensuring high pressure and temperature resistance while complying with international quality standards.



### 4. Abu Redis Solar Power Plant with a total capacity of 14 MW for Belayim Petroleum Company

Client: Belayim Petroleum Company (Petrobel)

Location: Abu Redis - Sinai

Project Description:

Establishment of an on-grid solar power plant in two phases:

- Phase 1 (6 MW)
- Phase 2 (8 MW).

To achieve a reduction of CO<sub>2</sub> emissions of up to 15 thousand tons/year



**5. MEED Project Award:** PETROJET won the MEED Projects Award 2024 for the best local manufacturing project for establishing the WOTECH plant, which produces medium-density fiberboards (MDF). The plant is one of the most prominent eco-friendly industrial projects. It is the first in the Middle East and Africa to implement German technology that utilizes rice straw to manufacture MDF.

The project has both environmental and economic benefits, contributing to the achievement of sustainability goals. It's also worth noting that PETROJET won the MEED Award in 2019 for the Best International Project outside the Gulf Borders for the execution of the Ismailia Tunnels and Zohr Gas Plant Project. Additionally, PETROJET received the MEED Award in 2021 for executing the Ras Badran Storage Tank.



**6. Aramco** awarded Dr. Eng. Mohamed Kamal Gaber, Process Section Head at PETROJET, for his outstanding presentation on flaring gas recovery at the SPICONEX

2024 International Conference, held at the Dhahran International Exhibition Center in Dammam.

Dr. Eng. Mohamed Kamal Gaber delivered a comprehensive presentation highlighting PETROJET's capabilities in recovering flared gas, reducing carbon emissions by up to 27,000 pounds per hour, and saving up to 10.6 megawatts of electrical energy. The award was presented by Eng. Fawaz Al-Sahan, Chairman of the Equipment Standards and Engineering Committee and the conference supervisor from Saudi Aramco.



**7. Idku Workshop Achievement:** PETROJET's Idku workshops successfully completed the comprehensive overhaul, replacement, and commissioning of the hydrogen generation furnace unit at the Middle East Oil Refining Company (Midor) in record time. This included the swift removal and installation of pipelines using 300-ton and 140-ton cranes, earning an appreciation certificate for outstanding adherence to HSE and Quality standards.



**8. ESG Achilles Rating:** 69% ESG and financial score achieved in the Achilles Sustainability Analysis, exceeding the average score of 59%.



# What We Do

Since 1975, PETROJET has consistently developed its expertise in strategic sectors, including Oil, Gas, Chemicals, Petrochemicals, Power, and Industrial & Infrastructure, in addition to onshore and offshore steel structure fabrication and heavy static equipment fabrication. Over the decades, as a prominent EPC contractor, we have offered various services, including:

## Integrated Plants:

Specializing in civil, mechanical, and electrical & instrumentation (E&I) work for oil refineries, oil treatment facilities, gas processing plants, and gas liquefaction Plants, petrochemicals and industrial projects.

## Trunk Pipelines:

Designing and constructing extensive pipeline networks.

## Storage Tank Farms:

Developing and installing large-scale storage tanks.

## Offshore Platforms & Deep-Water Structures:

Performing offshore platform fabrication, load-out.

## Process Equipment:

Manufacturing process equipment that adheres to ASME and API standards.

## Onshore Steel Structure Fabrication:

Fabrication and erection of steel structure for integrated plants.

## Heavy Civil Works:

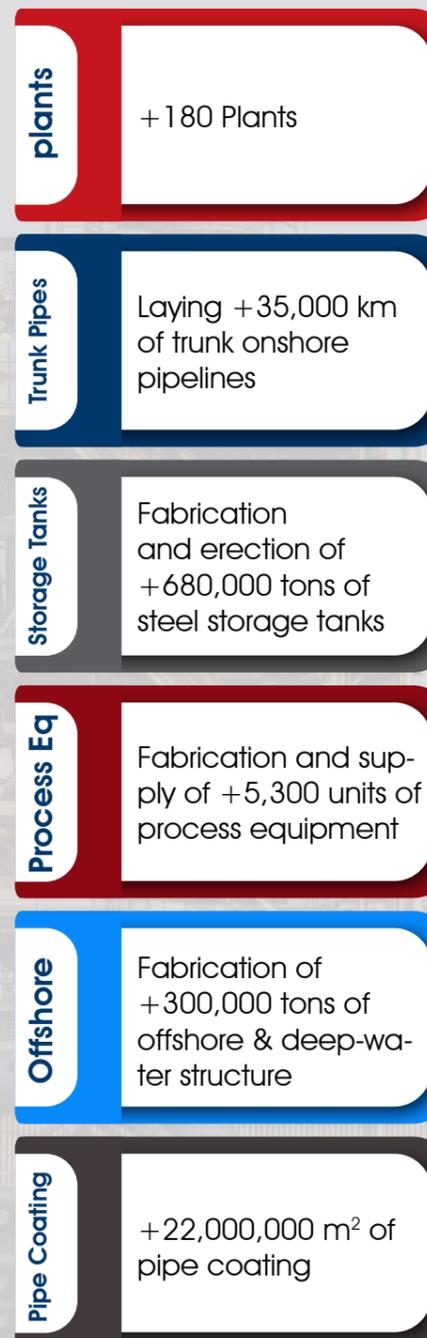
Using expertise to design and deliver in tunnels, ports, roads, bridges, and buildings.

## Pipe Coating:

Providing anti-corrosion and weight coating solutions for pipelines.

PETROJET's substantial portfolio includes integrated end-to-end solutions and more than **1,500** projects, covering:

### Hydrocarbon/ Industrial



### Infrastructure



PETROJET remains dedicated to using its decades of experience to deliver high-quality solutions that meet the needs of our diverse clients while driving innovation and excellence in every project.

# Vision and Mission

## OUR VISION

"To be the most trusted international builder contributing to a better tomorrow."

## OUR MISSION

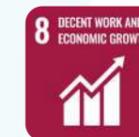
We utilize our total commitment "We Care™" program to provide first-class integrated services, development, and investments into the energy, industrial, and infrastructure sectors across the Middle East and Africa while relying on quality; health, safety, and environment (HSE); security; efficiency; and ethical practices through qualified manpower, advanced technology, and flexible management systems to sustain Company's growth.

## CORE VALUES

Quality, HSE, & Security



Ethics & Integrity



Fair Returns



Innovation & Excellence



Continuous Improvement



Sustainability



# Strategic Direction

As we look toward the future, PETROJET's 2022–2026 strategy outlines a clear path for growth and innovation. This strategy is underpinned by **five key pillars** that guide our efforts to strengthen the Company's core capabilities and embrace new opportunities.

Each pillar addresses vital development areas to ensure that we not only build on our existing strengths but also position ourselves for future success. By focusing on these strategic areas, PETROJET aims to drive operational excellence and long-term value creation.

## Pillar 1: Health, Safety & Environment



Safety is at the core of PETROJET operations. We are dedicated to fostering an HSE culture by setting objectives for all departments and branches and improving safety communication through efficient reporting channels for positive and negative observations. In addition, we regularly update our emergency response plans to ensure that we can effectively manage potential risks.

## Pillar 2: Digital Transformation & Technology Adoption



PETROJET is accelerating its transition toward digitalization and automating key processes. We are focused on strengthening cybersecurity, digitalizing all processes and functions, and integrating advanced systems and technologies. By emphasizing effective security measures and implementing digital tools, we advance our technological capabilities and improve overall operational effectiveness.

## Pillar 3: Human Capital Management



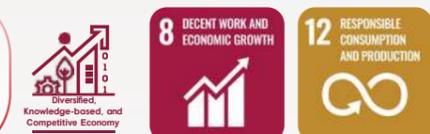
PETROJET is dedicated to strengthening our HR system to effectively utilize human capital. We are initiating performance-based evaluations and rewards and improving benefits to increase retention rates. We are focusing on clearly defining roles and responsibilities, promoting learning and development, and improving talent management. Furthermore, we are dedicated to creating a positive organizational culture and integrating diversity, equality and inclusion into the workplace.

## Pillar 4: Business Sustainability & Financial Growth



At PETROJET, we diversify revenue streams by exploring new business opportunities. We focus on optimizing shareholder value, improving risk management through an extended value chain, and forming strategic partnerships. We are dedicated to effective investment management, customer loyalty, and efficient cash flow management to drive financial growth and stability. Furthermore, we are working to strengthen our brand and promote corporate social responsibility efforts according to the United Nations Sustainable Development Goals (SDGs).

## Pillar 5: Operation Excellence & Efficiency



PETROJET is dedicated to fostering productivity by adopting new technologies and driving innovation. We are focused on optimizing supply chain management, maintaining cost control, and strengthening governance. We are also streamlining our processes to ensure consistent operational reliability, efficiency, and effective management.

# Financial Performance



# ESG Performance



## Environmental Highlights

<b>2,772.17 mtCO2e</b>	Total <b>Scope 1 emissions</b> for HQ and the Kattameya Workshop.	<b>2,726.13 mtCO2e</b>	Total <b>Scope 2 emissions</b> for HQ and the Kattameya Workshop.
<b>5,498.30 mtCO2e</b>	Total <b>Scope 1 and 2 emissions</b> for HQ and the Kattameya Workshop.	<b>42,212.79 mtCO2e</b>	total <b>Scope 3 emissions</b> for HQ and the Kattameya Workshop.
<b>17.869 tCO2e/FTE</b>	Scope 1, 2, and 3 carbon <b>intensity per employee</b> .	<b>573.740 kgCO2e/m<sup>2</sup></b>	Scope 1, 2, and 3 carbon <b>intensity per area</b> .



Social Highlights

<b>15.07</b>	training hours per employee in 2024, + <b>12.80%</b> from 2023.	<b>77.24</b>	average training hours per <b>female</b> employee
<b>1%</b>	turnover rate recorded in 2024.	<b>36</b>	departments participated in <b>sustainability training</b> .
<b>42.9%</b>	<b>decrease</b> in work-related injuries compared to the previous year.	<b>Zero</b>	<b>fatalities</b> reported due to work-related ill-health.
<b>EGP 30 Mn</b>	spent on community development	<b>300</b>	<b>school bags donated</b> to prepare students for school
<b>500</b>	<b>newlyweds</b> received <b>donations</b> to equip their households with supplies	<b>91%</b>	<b>local client satisfaction rate</b> was achieved in domestic branches, covering <b>75%</b> of clients.
<b>92%</b>	<b>client satisfaction rate</b> was achieved in regional branches, covering <b>67%</b> of clients.		



Governance Highlights

<b>Establishing</b>	<b>1. The Higher Committee for Sustainable Development</b> to oversee, implement, and monitor sustainability-related practices and policies across PETROJET.	<b>2. The Technical Committee for Sustainable Development</b> to support governance efforts.
<b>Fourth Update</b>	to the Code of Conduct	<b>Zero</b> <b>substantiated complaints</b> regarding breaches of customer privacy or data leaks identified in 2024.
<b>69%</b>	<b>ESG and financial score</b> achieved in the Achilles Sustainability Analysis, exceeding the average score of <b>59%</b> .	

# 2.

## Governance and Integrity

- Organizational Structure
- Corporate Governance Framework
- ESG Oversight at PETROJET
- Conduct and Ethics at PETROJET
- Risk Management
- Legal Oversight and Compliance at PETROJET
- IT Governance and Digital Transformation



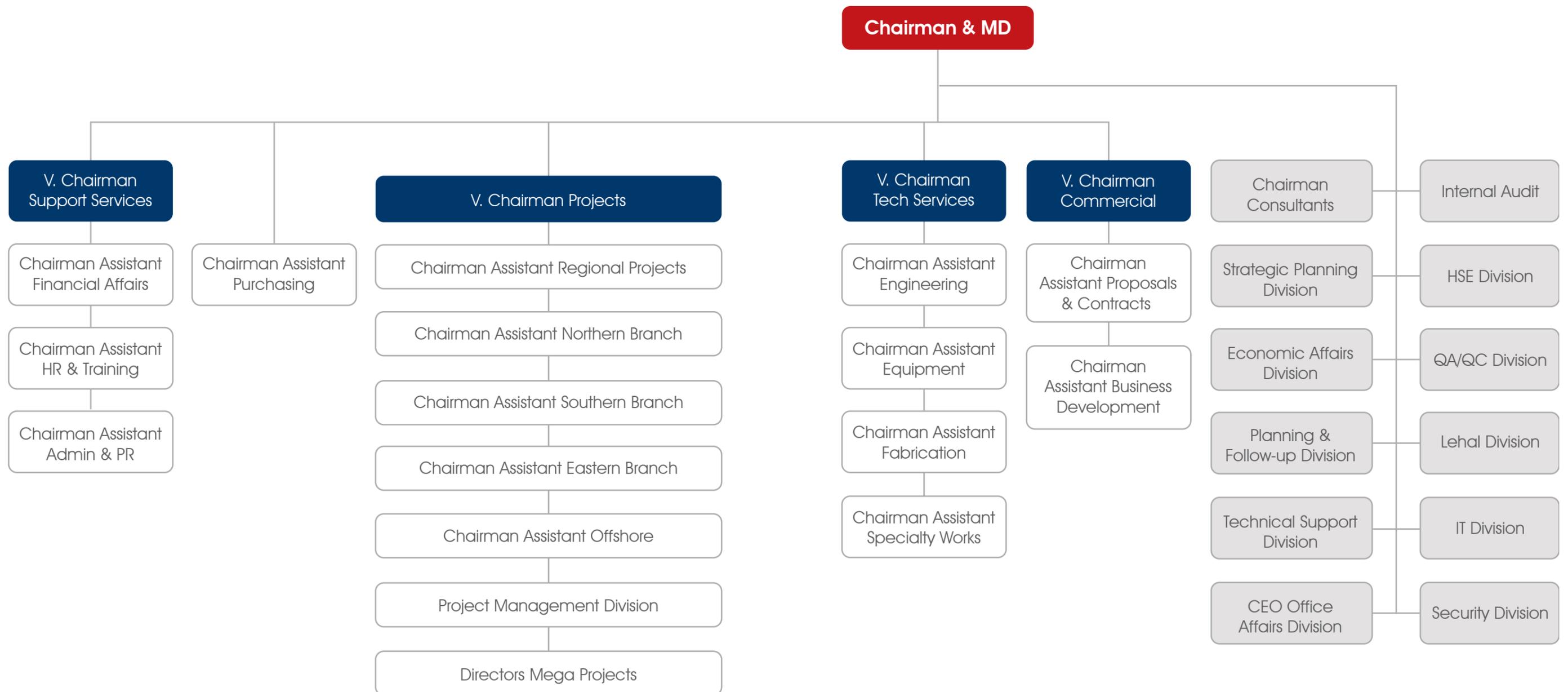
# 2.

## Governance and Integrity

At PETROJET, we recognize that strong governance practices are essential for achieving our strategic goals, fostering sustainable growth, and maximizing long-term value. Building a culture of transparency, accountability, and regulatory compliance is vital for our continued success.

To uphold these principles, PETROJET continuously adheres to the latest Corporate Governance codes and implements best practices.

## Organizational Structure

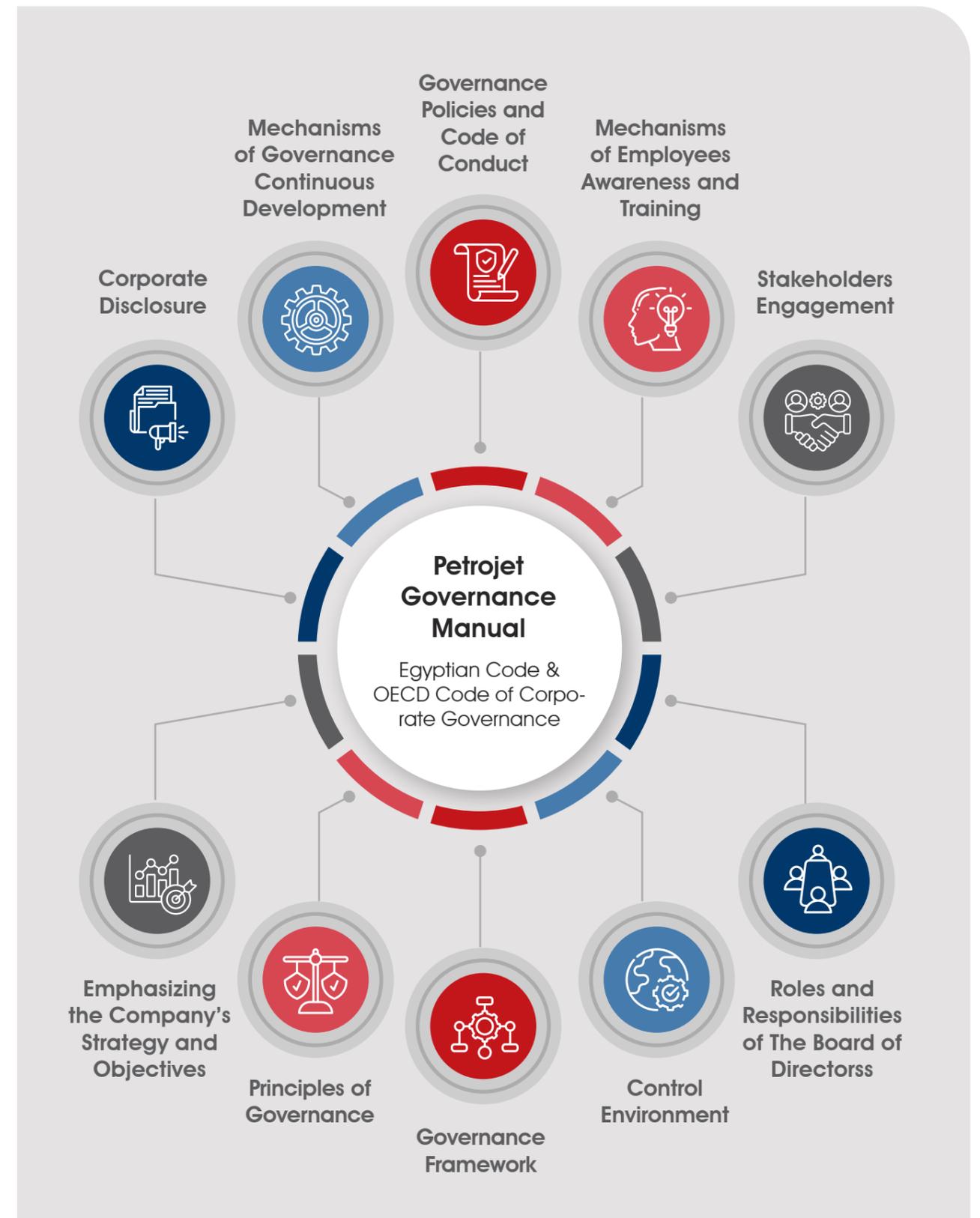


# Corporate Governance Framework

By aligning our governance framework with industry standards and continuously improving our oversight capabilities, we work to mitigate risks, optimize operational efficiency, and create value sustainably. This approach to governance enables us to remain agile as we confront industry changes, meeting both present and future challenges with a solid foundation of ethical leadership and responsible management.

**Our governance framework is driven by the following objectives:**

- Improving PETROJET's reputation and brand locally and regionally.
- Strengthening the principles of transparency and responsibility.
- Protecting stakeholders' interests.
- Attracting competent employees.
- Reducing risks and crises.
- Having effective business management and improving productivity.



## Board of Directors

Board Member	Title	About
<p><b>Mr. Waleed Loffy, Eng.</b></p> 	<p><b>Chairman and Managing Director / The Petroleum Projects and Technical Consultations Company – PETROJET</b></p>	<ul style="list-style-type: none"> <li>• Engineer Waleed Loffy Hamed is the Chairman and Managing Director of The Petroleum Projects &amp; Technical Consultations Company (PETROJET).</li> <li>• He has held several key positions within the company, demonstrating his leadership and expertise in the petroleum and construction industries.</li> <li>• His career at PETROJET has been marked by significant contributions to the company's growth and success, making him a prominent figure in the field.</li> <li>• Under his leadership, PETROJET has expanded to operate in 14 countries across Africa and Asia, reflecting its significant capabilities in executing major projects both domestically and internationally.</li> </ul>
<p><b>Mr. Ashraf Bahaa, Eng.</b></p> 	<p><b>Chairman / Egyptian Petroleum Holding Company – GANOPE</b></p>	<ul style="list-style-type: none"> <li>• Engineer Ashraf Bahaa El-Din Aboul Fotouh, Chairman of the Egyptian Petroleum Holding Company – GANOPE, has had a distinguished career.</li> <li>• He began at Petrojet in 1989 and rose through the ranks to become the General Manager of Petrojet's Saudi Arabia branch in 2014.</li> <li>• He later served as Assistant CEO for Engineering Affairs, supervising Ismailia's Tunnels project, then Assistant CEO for Planning at Petrojet.</li> <li>• He later served as Vice President for Planning and Projects of Egyptian general petroleum corporation- EGPC.</li> <li>• Engineer Ashraf has been instrumental in managing significant projects, including the Amreya LPG project, spherical tanks in Ras Bakr, and the methanol and gas liquefaction projects in Damietta.</li> </ul>
<p><b>Mr. Khaled Mohamed El Sayed Mowafy, Eng.</b></p> 	<p><b>Chairman and Managing Director / Belayiem petroleum company – PETROBEL</b></p>	<ul style="list-style-type: none"> <li>• Engineer Khaled Mohamed El-Sayed Mowafi has been the Chairman and Managing Director of Belayim Petroleum Company (Petrobel) since December 31, 2020. Prior to this role, he served as the Chairman and Managing Director of Khalda Petroleum Company from April 2017 to December 2021.</li> <li>• He also held the position of Vice President for Production and Field Development at the Egyptian Natural Gas Holding Company (EGAS) and Assistant CEO at Khalda Petroleum Company.</li> <li>• Under his leadership, Petrobel has successfully executed numerous significant exploration and development projects, contributing to increased production rates and reserves of oil and gas in Egypt.</li> </ul>
<p><b>Mr. Saied Abdel Monem, Eng.</b></p> 	<p><b>Chairman and Managing Director / Khalda Petroleum Company</b></p>	<ul style="list-style-type: none"> <li>• Engineer Saeed Abdel Moneim Abdel Magid Youssef is the Chairman and Managing Director of Khalda Petroleum Company.</li> <li>• He graduated from the Faculty of Engineering at Cairo University in May 1996.</li> <li>• He began his career at Khalda Petroleum Company on August 2, 1998, where he held several important positions, including General Manager of Engineering Affairs.</li> <li>• Under his leadership, Khalda Petroleum Company significantly contributes to Egypt's production of crude oil and natural gas, with the company's production reaching approximately 140,000 barrels per day, representing one-third of the country's crude production.</li> </ul>

## Board of Directors

Name	Title	About
<p><b>Mr. Ahmed Al Khalifa, Eng.</b></p> 	<p><b>Executive Vice President for planning &amp; projects / Egyptian general petroleum corporation – EGPC</b></p>	<ul style="list-style-type: none"> <li>• Engineer Ahmed Mohamed El Khalifa is the Executive Vice Chairman for Planning and Projects at the Egyptian General Petroleum Corporation (EGPC).</li> <li>• He has extensive experience in the petroleum sector, having held several key positions that contributed to developing and improving the corporation's performance and sustainability.</li> <li>• He has participated in numerous specialized training courses in project management and strategic planning.</li> <li>• With his extensive experience and strategic vision, Engineer Ahmed El Khalifa significantly contributes to achieving the goals of the Egyptian General Petroleum Corporation and enhancing its position in the local and international markets.</li> </ul>
<p><b>Mr. Al Moataz Bellah Al Saeid, Acc.</b></p> 	<p><b>Assistant CEO for finance / Engineering for the Petroleum and Process Industries – ENPPI</b></p>	<ul style="list-style-type: none"> <li>• Accountant Al Moataz Bellah El-Saeed holds the position of Assistant CEO for finance of Enppi, where he oversees the company's financial management.</li> <li>• He has extensive experience in the petroleum and chemical industries and has held several leadership positions within the company before assuming this role.</li> <li>• He has a proven track record of achievements in developing and improving financial and administrative operations, which has enhanced the company's efficiency and increased productivity.</li> <li>• Additionally, Engineer Moataz Bellah El-Saeed has received numerous certificates and accolades in his field, reflecting his commitment to excellence and innovation in the industry.</li> </ul>
<p><b>Mr. Waleed Anwar, Acc.</b></p> 	<p><b>Executive Vice President for Oversight of Foreign and Joint Ventures / Egyptian General Petroleum Corporation – EGPC</b></p>	<ul style="list-style-type: none"> <li>• Accountant Waleed Anwar Mahmoud holds the position of Executive Vice President for Oversight of Foreign and Joint Ventures / Egyptian General Petroleum Corporation – EGPC, He has extensive experience in financial and administrative affairs in the petroleum sector and has held several leadership positions in this field.</li> <li>• He has contributed to the development and improvement of financial and administrative operations, enhancing the efficiency and productivity of the corporation.</li> <li>• Additionally, he is committed to recognizing outstanding employees within the corporation, reflecting his dedication to enhancing performance and motivating employees to give their best.</li> </ul>

The Board composition criteria emphasize the importance of leadership experience, industry expertise, financial acumen, strategic planning capabilities, and a commitment to excellence and innovation. The Board members bring extensive experience in managing large-scale projects, overseeing financial operations, and developing strategic initiatives. This diverse skill set ensures effective oversight, informed decision-making, and the ability to drive the company toward achieving its strategic objectives. Additionally, recognizing and motivating employees is highlighted as a key factor in enhancing performance and productivity.

Our Board of Directors consists of seven members, one serving as an executive director "PETROJET's CEO" and the remaining six as non-executive directors. Each member is aged over

50 and brings a wealth of knowledge and experience to the Company. All Board members are appointed for a three-year tenure, and 57% hold active CEO positions at other companies, enriching the Board's expertise and strategic outlook.

The Board of Directors plays a crucial role in the corporate governance framework by providing strategic direction and oversight. They are responsible for setting the organization's risk appetite and ensuring that an effective risk management system is in place. The Board reviews and approves policies and procedures developed by the second line of defense and receives regular reports from the internal audit function. Their oversight ensures that the Three Lines of Defense model is functioning effectively and that the organization is achieving its strategic objectives.

## Key Management Committees at PETROJET

Committee	Specialty
<b>Supreme Advisory Committee</b> 	<p>The Supreme Advisory Committee provides strategic guidance at the highest level, advising on critical Company matters and setting the overall direction for PETROJET's activities. As a consulting body, it is essential in shaping executive decisions and ensuring that long-term goals and priorities are embedded in the corporate strategy. This committee helps align PETROJET's objectives with growth strategies and risk-management approaches.</p>
<b>Governance Committee</b> 	<p>The Governance Committee is tasked with preparing a governance guide according to the Egyptian Corporate Governance Code issued by the Egyptian Institute of Directors under the Financial Regulatory Authority. This guide is tailored to reflect PETROJET's business and activities and ensures that governance practices meet both regulatory standards and the Company's operational needs by outlining the following:</p> <ul style="list-style-type: none"> <li>• Emphasizing the company's strategy and objectives and their role as a primary guide for all company activities.</li> <li>• The concept of governance and its fundamental principles that must be followed to ensure transparency and accountability.</li> <li>• The governance structure within the company, including roles and responsibilities.</li> <li>• The roles, composition, and responsibilities of the Board of Directors.</li> <li>• How to manage risks, compliance, and internal audit.</li> <li>• How to communicate with stakeholders and ensure their effective participation in decision-making processes.</li> <li>• Determining the types of reports that should be prepared and how to disclose information.</li> <li>• Governance policies, procedures, and Code of Conduct.</li> <li>• Mechanisms for raising awareness and training employees on governance practices.</li> <li>• Mechanisms for continuously monitoring and developing governance practices in line with the company's needs and the latest developments in the field of governance.</li> </ul>
<b>Personnel Affairs Committee</b> 	<p>The Personnel Affairs Committee oversees human resources governance, focusing on employee welfare, labor standard compliance, and training and development initiatives. This committee ensures that all personnel policies reflect PETROJET's dedication to fair employment practices and workforce well-being. This committee fosters a positive workplace culture by maintaining a supportive work environment and high labor standards.</p>

Committee	Specialty
<b>Development Committee</b> 	<p>The Development Committee oversees the nomination and evaluation of candidates for executive roles to ensure their qualifications align with PETROJET's strategic objectives. It also establishes fair compensation policies for board members and executives, linking rewards to performance to motivate them to pursue the Company's success.</p>
<b>Code of Conduct Committee</b> 	<p>The Code of Conduct Committee at PETROJET is committed to maintaining high ethical standards throughout the organization. It enforces adherence to PETROJET's code of conduct, ensuring that employees are well informed about the Company's ethical expectations and that they act with integrity. This committee reviews instances of misconduct, applies disciplinary action as needed, and fosters a culture of compliance. The committee provides regular training and guidance to promote a work environment rooted in ethical responsibility and accountability.</p>

# ESG Oversight at PETROJET

The Board of Directors and the CEO support PETROJET's dedication to the ESG principles that are essential for sustainable business practices. The Board is responsible for developing, approving, and updating the Company's purpose, values, mission statements, strategies, policies, and sustainability goals. It sets the strategic direction for sustainability and monitors the company's performance against established targets for accountability. The CEO also manages the organization's actions toward ESG, overseeing the implementation of sustainability initiatives and fostering a culture of sustainability within PETROJET.

PETROJET has established two committees to reinforce these dedications: the Higher Committee for Sustainable Development and the Technical Committee for Sustainable Development. These committees collaborate to integrate ESG considerations into all operational aspects of PETROJET, aligning the Company with national objectives and the United Nations SDGs. This governance structure increases accountability and transparency in sustainability reporting, underscoring PETROJET's dedication to responsible business practices and proactive engagement with environmental and social challenges.

## The Steering Committee for Sustainable Development

In 2024, the Higher Committee for Sustainable Development was established to oversee, implement, and monitor sustainability-related practices and policies across PETROJET. This committee is composed of nine members.

### Roles and Responsibilities

- Release and review PETROJET's sustainability policy and present it to the Chairman and Managing Director for approval.
- Establish a comprehensive vision of PETROJET's role in achieving the SDGs in terms of environmental, social, and governance dimensions that align with the Ministry of Petroleum and Mineral Resources objectives and PETROJET's strategy.
- Review and approve the Technical Committee's work on sustainable development at PETROJET.
- Oversee and follow up on tasks assigned to PETROJET's sustainability consultant, communicating regularly (at least every three months).
- Assign the Technical Committee for Sustainable Development to formulate a program that includes
  - Implementing sustainability at PETROJET by setting program objectives, action plans, and timelines,

- Assigning responsibilities for sustainability implementation across PETROJET.
- Review and approve PETROJET's sustainable development program and present it to the designated authority.
- Review and monitor the work of the Technical Committee and the sustainability consultant in preparing PETROJET's annual Sustainability and Carbon Footprint Reports.

The committee meets every month to review its findings and results. In 2024, it held a total of 11 meetings.

## The Technical Committee for Sustainable Development

In 2024, the Technical Committee for Sustainable Development was formed, comprising 11 members from different departments and backgrounds. This committee is tasked with implementing sustainable development principles and standards within PETROJET.

### Roles and Responsibilities

- According to the Company's strategic plan, set specific goals for implementing sustainable development within PETROJET that address the three environmental, social, and governance dimensions.
- Release a detailed action plan and timeline for achieving the SDGs within PETROJET.
- Identify the assigned responsibilities across PETROJET's diverse departments to implement sustainable development alongside key performance indicators (KPIs).
- Regularly monitor the implementation of the sustainability action plan and release reports on the Company's progress.
- Disseminate the concept of sustainable development at PETROJET and conduct workshops and awareness sessions on sustainable development principles and their implementation.
- Release annual Sustainability and Carbon Footprint Reports.
- Oversee the work of PETROJET's sustainability consultant and coordinate efforts between it and PETROJET's departments.
- Coordinate with the Risk Management and Strategic Planning General Department to embed sustainable development goals into PETROJET's annual strategic plan.
- This committee will periodically present its findings to the Higher Committee for Sustainable Development in preparation for submission to the competent authority.

# Conduct and Ethics at PETROJET

The PETROJET Code of Conduct is a fundamental guide for all individuals acting on behalf of the Company to ensure that ethical standards are consistently upheld across all operations. Compliance with this Code is mandatory for every individual associated with PETROJET, and any third party working on behalf of PETROJET, including their respective owners, directors, employees, and agents, is expected to adhere to the principles outlined in this Code and act according to the Company's values.

**To ensure alignment with all regulations and standards, we updated our Code of Conduct in 2024, to have our current forth version.**

Independent subcontractors, suppliers, or consultants must also be aware of this Code. All contracts and agreements will include a provision affirming their commitment to these ethical standards.

The Compliance Committee is responsible for thoroughly assessing and auditing PETROJET's adherence to the Code of Business Conduct & Ethics. Each General Department must assess its employees' commitment to the Code annually via internal and external audits. These annual internal audits will evaluate the Code's implementation, effectiveness, and areas for improvement.



PETROJET communicates its Code of Conduct through a mandatory training program for all directors, officers, managers, and employees. This program is regularly updated and undertaken to ensure comprehensive understanding and compliance.

Audit findings will be reported to the Compliance Committee and will include the adequacy of training in and dissemination and enforcement of the Code and compliance by "Agents" and Business Partners.

All PETROJET directors, officers, managers, and employees must certify upon hiring and periodically thereafter that they understand the PETROJET Code of Conduct, have not engaged in prohibited activities, and will report any violations. They must also acknowledge that violations may result in disciplinary action, which is considered when promotion decisions are made.

## Diversity, Equality and Inclusion

PETROJET is committed to creating a safe, professional, supportive workplace that fosters teamwork and trust. Each employee contributes to the Company's success through diverse talents and perspectives, inspiring innovation and creativity.

### Mutual Trust and Respect:

PETROJET values diversity, equality and inclusion and ensures that all employees are treated with dignity and respect.

### Equal Opportunity:

Recruitment, selection, development, and advancement decisions are based on merit, without discrimination due to color, religion, gender, age, marital status, or disability. PETROJET is dedicated to being an inclusive and merit-based organization.

### Fair Treatment:

The Company strictly prohibits discrimination, harassment, and retaliation. PETROJET is committed to providing a work environment free of discrimination or harassment based on religion, gender, citizenship, age, national origin, color, disability, political orientation, or expression. This commitment extends to all interactions with managers, coworkers, customers, vendors, subcontractors, and visitors.

### Employee Development:

PETROJET ensures that employees understand their job expectations, are supported in developing their capabilities, and are recognized and rewarded for their performance based on merit. Employees are encouraged to improve team performance and are treated fairly and respectfully.

## Harassment and Discrimination Policy

PETROJET has a zero-tolerance policy for any form of harassment, whether verbal, physical, or visual. This includes derogatory comments based on racial or ethnic characteristics, sexual harassment, and all forms of intimidation or violence. The Company strictly prohibits retaliatory action against individuals reporting harassment in good faith.

## Child and Forced Labor

PETROJET is committed to eradicating child and forced labor in all its operations and expects the same commitment from its subcontractors, suppliers, and consultants. The Company mandates vigilance in identifying and reporting any evidence of child or forced labor.

## Health, Safety, Security, and Environment (HSSE)

PETROJET prioritizes health, safety, security, and environmental protection in all its operations. The Company adheres to the ISO 45001, ISO 14001, ISO 22000, and ISO 50001 standards to ensure a safe and sustainable work environment. All employees and contractors are responsible for maintaining these standards, including stopping unsafe work and promptly reporting incidents or risks.

## Anti-Bribery, Anti-Corruption, and Anti-Money Laundering

PETROJET is committed to maintaining the highest standards of integrity by strictly prohibiting bribery, corruption, and money laundering. All individuals representing PETROJET must comply with the relevant laws and ensure that no unauthorized payments or transactions are made to officials or entities. The Company enforces a zero-tolerance anti-corruption policy, and any employees found engaging in corruption-related activities face dismissal or disciplinary action. The Company actively communicates its anti-corruption policy and provides ongoing training in this policy, with 42 employees trained in 2022, 105 in 2023, and 10 in 2024.

As part of this commitment, the Board of Directors determines PETROJET's yearly political contributions through donations to government authorities.

## Conflict of Interest

PETROJET personnel must avoid any activities that could create, or appear to create, a conflict of interest with the Company's operations. Any actual or potential conflicts must be disclosed immediately to a supervisor. This includes financial interests, employment by other entities, receipt of compensation, and any activity that may lead to the unauthorized disclosure of confidential information.

By adhering to these principles, PETROJET ensures that all operations are conducted with the highest ethical integrity, reflecting the Company's commitment to sustainability and responsible business practices.

## Confidentiality

All PETROJET personnel are required to handle any information related to the Company, its employees, subcontractors, or vendors with the utmost care to ensure confidentiality at all times. Furthermore, no individual representing PETROJET may solicit or utilize confidential information from other entities through illegal or unethical means, such as misrepresentation, deception, espionage, bribery, or any prohibited form of payment. Furthermore, the Company emphasizes the importance of respecting and protecting others' intellectual property rights, including others' patents, copyrights, and trademarks, and forbids intentional infringement or improper use.

## Whistleblower Policy

Whistleblowing is reporting fraud, malpractice, or any illegal or unethical behavior within the workplace. PETROJET's policies provide clear procedures for raising concerns while protecting whistleblowers from retaliation. Employees are encouraged to report misconduct at all levels and know that their concerns will be treated confidentially and professionally.

Reports are directed to a supervisor, line manager, or the Compliance Committee, if necessary, and can be submitted anonymously. Retaliation against whistleblowers is strictly prohibited, and disciplinary action will be taken against anyone found retaliating or making malicious reports. This policy reinforces PETROJET's commitment to a safe and ethical workplace where employees can report their concerns without fear.

## Achieving Quality Services

PETROJET is dedicated to delivering high-quality products and services that meet and exceed its stakeholders' expectations. This dedication is embodied in the Company's Quality Policy, which is aligned with its strategic goals and underpins its adherence to the ISO 9001:2015 standards.



## Quality Policy

PETROJET's Quality Policy focuses on continuously improving our business activities to achieve customer satisfaction and operational excellence. Key principles include:

- **Customer Satisfaction:** Deliver high-quality products and services that meet customers' desires, requirements, and expectations.
- **Compliance:** Adhere to relevant specifications and statutory regulations to deliver high product quality.
- **Resource Optimization:** Maximize the efficient use of resources to continually improve all business operations, satisfying the needs of customers, staff, shareholders, vendors, and society.
- **Long-term Relationships:** Build and maintain strong, open customer relationships to promote trust and collaboration.
- **Staff Engagement and Teamwork:** Foster a culture of teamwork and engagement to ensure high product quality and timely delivery.
- **Training and Development:** Conduct specialized training programs to build staff skills and ensure a competent workforce for every task.

## Quality Management System (QMS)

PETROJET has implemented a strong Quality Management System (QMS) in compliance with ISO 9001:2015. This system provides a framework for the Company to consistently deliver products and services of the highest quality. It is designed to support the Company's quality objectives, which are regularly reviewed to ensure their relevance and effectiveness.

Top management is vital in ensuring that the QMS is effectively implemented, continuously improved, and aligned with the Company's goals. The QA/QC Department is responsible for overseeing the execution of the Quality Policy and ensuring its alignment with operational processes. Regular management reviews are conducted to assess the system's performance and implement any necessary adjustments.

## Commitment to Quality

PETROJET is committed to ensuring that all employees understand and implement the Quality Policy. This commitment is communicated across all organizational levels and made available to all stakeholders. The Company's adherence to ISO 9001:2015 reflects its steadfast focus on quality and customer satisfaction, which reinforces its reputation and commitment to excellence.

## ISO 9001:2015 Certification

- PETROJET is proud of its ISO 9001:2015 certification, which testifies to our focus on robust quality management. This internationally recognized standard empowers us to improve workflows, maintain consistency, and achieve excellence.

# Risk Management

PETROJET has implemented a Corporate Risk Policy to effectively manage risks and opportunities in its operations. The Company is committed to risk management principles and aligns its practices with ISO 31000:2018. PETROJET's risk management framework is designed to minimize threats, maximize opportunities, and ensure its operations' sustainability and continuity within the energy, industrial, and infrastructure sectors.

## Risk Management Framework

PETROJET's approach to risk management is dynamic, transparent, and inclusive, engaging all levels of the organization, using a bottom-up technique. This framework integrates risk management into both strategic development and daily operations.

The following key elements define PETROJET's risk management practices:

### Commitment of Top Management:

PETROJET's top management plays an essential role in risk management by adopting measures to control and mitigate risks. Risk assessments are conducted periodically to identify and address new risks.

### Responsibility at All Levels:

Every employee is responsible for understanding risks within their area of operation. Managing these risks is a key part of their duties, as the Company's corporate guidelines indicate.

### Integration into Decision-Making:

Risk management is embedded in PETROJET's decision-making processes to position it as a central element of strategic planning and operational execution.

### Timely Identification of Risks and Opportunities:

PETROJET identifies risks and opportunities promptly, reviewing them periodically to ensure that the organization can adapt to new challenges or capitalize on emerging opportunities.

### Continuous Monitoring and Improvement:

A risk management plan is developed and monitored continuously to ensure that the measures taken effectively manage risks and achieve corporate objectives.

The activation of the 'Three Lines of Defense' model fortifies our corporate governance framework, ensuring market transparency and operational efficiency.

## 01 FIRST LINE OF DEFENSE: Operational Management

Our operational management, which is responsible for maintaining internal controls and conducting risk assessments, forms the first line.

## 02 SECOND LINE OF DEFENSE: INTERNAL GOVERNANCE BODIES

The second line comprises our internal governance bodies, which set the company's direction, manage enterprise risks, oversee compliance, ensure adherence to applicable laws, regulations, and industry standards, and lead the company in ethical behavior toward its purpose.

## 03 THIRD LINE OF DEFENSE: INTERNAL AUDIT FUNCTION

The third and final line is our internal audit function, tasked with providing objective assurance on the effectiveness of governance, risk management, and internal controls. External auditors provide an additional layer of assurance by conducting independent audits of the organization's financial statements and internal controls.

They assess the accuracy and reliability of financial reporting and ensure compliance with relevant laws and regulations. External auditors report their findings to the Board of Directors and provide recommendations for improving the organization's risk management and internal control systems.

Their independent perspective enhances the overall effectiveness of the corporate governance framework. This tripartite structure guarantees a clear segregation of responsibilities, aligning with legislative and supervisory mandates to uphold the highest standards of corporate conduct. The involvement of the Board of Directors and external auditors further strengthens this framework, ensuring comprehensive oversight and independent assurance.

## Embedding Sustainability into Risk Management Practices

PETROJET integrates sustainability considerations into its risk management processes. Sustainability risks and opportunities are monitored and reviewed regularly in three areas: projects, departments and branches.

**Monthly Workshops and Risk Reviews:** Risks and opportunities are assessed during monthly Integrated Development Plan (IDP) workshops or sustainability management meetings. PETROJET also holds dedicated risk and opportunity workshops at crucial project design and construction stages. These workshops help:

- Identify potential risks and opportunities,
- Evaluate risks based on likelihood and consequences,
- Develop and agree upon measures to mitigate risks or capitalize on opportunities,
- Ensure residual risks are acceptable, and
- Assign responsibility to the appropriate risk or opportunity owners.

All findings are documented in the Company's Risk Register to ensure that all risks, measures, and responsibilities are thoroughly recorded and managed. The Sustainability focal point actively participates in these processes to maintain sustainability as a core component of PETROJET's risk management strategy.

## Legal Oversight and Compliance at PETROJET

PETROJET ensures compliance and legal oversight through a comprehensive framework that addresses legal matters at all operational levels to mitigate compliance risks and maintain robust legal governance. This approach involves systematically analyzing legal challenges in diverse cases, drafting and reviewing contracts for subcontractors, and working to align with dynamic legislation and regulatory requirements that affect the Company's activities.

Furthermore, PETROJET addresses complaints filed by or against the Company, evaluates client contracts against a standardized checklist, investigates internal employee issues, and manages the registration and authentication of legal documents.

PETROJET actively engages with key regulatory bodies and stakeholders, including the Egyptian General Petroleum Corporation, the Central Accounts Agency, and the General Authority for Investment & Free Zones (GAFI) to ensure compliance with external requirements.

The Company also communicates actively with judicial institutions to oversee and monitor the progress of legal cases. Internally, PETROJET fosters collaboration across company divisions to address regulatory obligations and cross-departmental legal matters efficiently.

PETROJET employs KPIs to continuously evaluate and develop its compliance and legal oversight framework. Its achievements include addressing 100% of legal inquiries during the baseline and reporting periods, demonstrating its strong commitment to responsiveness and legal evaluation.

In response to evolving challenges, PETROJET has implemented additional KPIs to further strengthen its operations. These include tracking the percentage of company assets registered with government authorities, increasing in-house legal professionals' ability to represent the Company in court proceedings, and upholding transparency standards in internal employee investigations.

A crucial KPI also ensures thorough contract and agreement reviews before signing to safeguard the Company's external commitments and legal integrity. As of 2024, no substantiated complaints regarding breaches of customer privacy or data leaks have been identified.

PETROJET, represented by its legal department, also participates in external initiatives, such as the Ministry of Petroleum's digitalization efforts, which are intended to modernize document management processes and improve overall efficiency. Its recent accomplishments include neutralizing false legal information online, highlighting the department's proactive approach to safeguarding the Company's reputation and legal standing.



## IT Governance and Digital Transformation

Digital transformation is vital to PETROJET's strategic direction, underscoring the Company's commitment to modernizing and automating essential operations. This emphasis involves improving cybersecurity, streamlining processes, and adopting advanced technologies to strengthen the Company's overall performance and resilience.

PETROJET has implemented a comprehensive policy framework to support this strategic pillar, safeguard IT resources, and promote effective technology use. This policy framework ensures organizational security and integrity and facilitates the proper use of IT assets. Key elements include:

### 1. Information Security Policy:

Establishes measures to prevent unauthorized access, protect data confidentiality and integrity, ensure regulatory compliance, and require the prompt reporting of any breaches. This policy is essential for maintaining trust and operational continuity.

### 2. Ethics Policy:

Reinforces a culture of integrity and ethical behavior, supports the Company's values, and protects its reputation.

### 3. IT Acceptable Use Policy:

Outlines proper usage guidelines for IT assets to prevent misuse and minimize security risks, ensuring that all digital tools support productivity.

### 4. Password Policy:

Specifies secure password practices to protect user accounts and sensitive data as they form a core part of PETROJET's defense against potential threats.

### 5. Email Use Policy:

Regulates email communications to prevent misuse, safeguard information, and ensure compliance with privacy standards.

### 6. Internet Usage Policy:

Limits Internet use to business-related purposes and incorporates monitoring mechanisms to protect company assets and prevent data leaks.

### 7. Anti-Virus and Malware Policy:

Provides protocols for preventing, detecting, and remediating malware threats to maintain IT system integrity.

### 8. Data Protection and Retention Policies:

Defines standards for handling, classifying, and disposing of sensitive data according to data protection laws and best practices.

PETROJET is committed to advancing its digital transformation strategy by designing, developing, and managing cutting-edge systems that support decision-making and operational efficiency. **The key responsibilities driving this transformation include:**

- Infrastructure Management:**  
 Maintaining a comprehensive data network encompassing switches, routers, video conferencing systems, IP telephony, and security solutions to ensure seamless connectivity in PETROJET's headquarters and branch offices.
- Software Development and Support:**  
 Creating, testing, and maintaining software solutions tailored to PETROJET's operational needs, along with providing continuous technical support to facilitate uninterrupted processes.
- Data Security and System Integrity:**  
 Upholding data reliability and security through rigorous system supervision, proactive risk management, and strict adherence to the Information Security Policy.
- Optimized Investments:**  
 Strategically managing investments in hardware and software to maximize their value and operational impact according to PETROJET's long-term objectives.
- Training and Skill Enhancement:**  
 Organizing training programs to develop employees' digital skills and foster a culture of continuous learning and adaptability.
- Disaster Recovery Planning:**  
 Safeguarding business continuity and developing comprehensive contingency plans for hardware, software, and network recovery.
- SAP ERP system:**  
 This robust platform allows PETROJET to integrate and optimize processes, enabling real-time monitoring of resource utilization and energy consumption. By leveraging SAP's advanced analytics and reporting capabilities, PETROJET is able to identify areas for improvement, set measurable sustainability goals, and track progress with greater accuracy. This system enhances transparency and supports PETROJET's strategic vision of fostering long-term environmental and social responsibility.

## Recent achievements in digital transformation

### Streamlining Communication with CMS Implementation

To enhance efficiency and transparency in our communication processes, PETROJET has implemented a Correspondence Management System (CMS) across organization. This system enables centralized management of all incoming and outgoing communications, ensuring streamlined workflows and timely responses.

By digitizing and automating correspondence tracking, the CMS minimizes the risk of delays, improves record-keeping accuracy, and fosters better collaboration among teams. These efforts are measured through KPIs. Currently, 30% of workflows are automated, with a target of 50%. Integration with the SAP Enterprise Resource Planning (ERP) system is also at 95%, with plans to achieve 98% integration for seamless data flow and informed decision-making.

### Launching an Electronic Platform to Enhance Customer Satisfaction

PETROJET launched an electronic platform through the company's official website to measure customer satisfaction in line with quality assurance standards. The platform is designed to improve customer experience by providing an online survey. This ensures ease of access, transparency, and convenience, allowing customers to complete the survey at their preferred time and place. For project teams and business development management, the platform offers significant benefits.

It includes a comprehensive dashboard that delivers accurate statistics, highlighting high-performing projects and identifying areas that require improvement. Additionally, it facilitates the swift export of data for analysis and the preparation of reports efficiently while maintaining a detailed customer database, complete with historical records for each survey submitted. The platform also enables automated results analysis, ensuring precise and timely outcomes. This functionality simplifies project performance monitoring and supports immediate corrective actions where needed.

### Automating Carbon Footprint Calculations

In 2024, PETROJET, with the assistance of its consultant, changed the manual calculation of Scope 1 and Scope 2 of its carbon footprint to an automated one through a digital platform that lowers the chances of errors.

# 3.

## Stakeholder Engagement and Materiality

Stakeholder Identification  
Materiality Assessment

## 3.

# Stakeholder Engagement and Materiality

## Stakeholder Identification

PETROJET is committed to actively involving its stakeholders in decision-making; understanding their interests, needs, and expectations; and determining the most effective strategies to fulfill these requirements.

This approach ensures that stakeholders' perspectives are incorporated into the Company's activities, improving the Company's ability to maintain a robust, adaptable quality management system. The key components of this commitment include:

- 1. Identifying relevant interested parties:** Determining which stakeholders are vital to the Company's quality management system.
- 2. Understanding stakeholder requirements:** Recognizing these parties' needs and expectations.
- 3. Developing methods to meet these requirements:** Establishing appropriate measures and practices to ensure stakeholder satisfaction and engagement.

Stakeholder	Needs & Expectations	Engagement Channels	Level of Engagement	Material Topics
<b>Clients</b>	<ul style="list-style-type: none"> <li>Client satisfaction.</li> <li>Commitment to contractual obligations.</li> </ul>	<ul style="list-style-type: none"> <li>Emails.</li> <li>Internal or external surveys.</li> <li>Personal meetings.</li> <li>Investigations.</li> <li>External visits.</li> <li>Social media.</li> </ul>	<ul style="list-style-type: none"> <li>High power.</li> <li>High interest.</li> </ul>	<ul style="list-style-type: none"> <li>Risk management.</li> <li>Customer satisfaction.</li> <li>Consumer health and safety.</li> <li>Digital transformation.</li> </ul>
<b>Employees (colleagues)</b>	<ul style="list-style-type: none"> <li>Career development and job satisfaction.</li> <li>Fair return (rewards, appreciation, financial returns, medical care, effective communication, learning and development).</li> <li>Safe working conditions.</li> </ul>	<ul style="list-style-type: none"> <li>Calls and conference calls.</li> <li>Company internet and email.</li> <li>Face-to-face meetings.</li> <li>Virtual meetings.</li> <li>Internal or external surveys.</li> <li>Interviews.</li> <li>Quizzes.</li> <li>Simulations.</li> <li>Training sessions.</li> </ul>	<ul style="list-style-type: none"> <li>High power.</li> <li>High interest.</li> </ul>	<ul style="list-style-type: none"> <li>Occupational health and safety</li> <li>Digital transformation</li> <li>Collective bargaining</li> <li>Diversity, equality and inclusion</li> <li>Labor practices and human rights</li> <li>Employee learning and development</li> </ul>
<b>Top Management</b>	<ul style="list-style-type: none"> <li>Compliance with company policies and regulations.</li> <li>Accurate, sufficient information and credibility.</li> <li>Uphold ethics and values and support the Company's image.</li> <li>Employee loyalty, cooperation, and low resistance to change.</li> </ul>	<ul style="list-style-type: none"> <li>Regular meetings.</li> <li>Emails.</li> <li>Regular reports.</li> </ul>	<ul style="list-style-type: none"> <li>High power.</li> <li>High interest.</li> </ul>	<ul style="list-style-type: none"> <li>Risk management.</li> <li>Regulatory compliance.</li> <li>Environmental Management System (EMS).</li> <li>Market innovation.</li> <li>Supply chain responsibility.</li> </ul>

Stakeholder	Needs & Expectations	Engagement Channels	Level of Engagement	Material Topics
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>Transparency and effective communication</li> <li>Value maximization and growth</li> <li>Integrity and good reputation</li> </ul>	<ul style="list-style-type: none"> <li>Reports</li> <li>Shareholder meetings</li> </ul>	<ul style="list-style-type: none"> <li>High power.</li> <li>High interest.</li> </ul>	<ul style="list-style-type: none"> <li>Risk management</li> <li>Regulatory compliance</li> <li>Environmental Management System (EMS)</li> <li>Market innovation</li> <li>Supply chain responsibility</li> </ul>
<b>Certification Bodies/ Third Parties</b>	<ul style="list-style-type: none"> <li>Respect and adhere to certification requirements</li> <li>Proper use of certification logos</li> <li>Readiness for audits with necessary documentation</li> </ul>	<ul style="list-style-type: none"> <li>Regular audit meetings</li> <li>Emails</li> <li>Calls</li> </ul>	<ul style="list-style-type: none"> <li>High power.</li> <li>High interest.</li> </ul>	<ul style="list-style-type: none"> <li>Occupational health and safety</li> <li>Risk management</li> <li>Green building practices</li> </ul>
<b>Society</b>	<ul style="list-style-type: none"> <li>Commitment to supporting communities that host business operations</li> </ul>	<ul style="list-style-type: none"> <li>Community outreach programs</li> <li>Corporate Social Responsibility (CSR) initiatives</li> </ul>	<ul style="list-style-type: none"> <li>High power.</li> <li>High interest.</li> </ul>	<ul style="list-style-type: none"> <li>Community impact (CSR)</li> <li>Biodiversity</li> </ul>
<b>External Providers</b>	<ul style="list-style-type: none"> <li>Fair supply chain practices (fair remuneration, data availability, clear conditions, safe working environment)</li> <li>Adherence to contractual obligations</li> </ul>	<ul style="list-style-type: none"> <li>Meetings</li> <li>Emails</li> </ul>	<ul style="list-style-type: none"> <li>High power.</li> <li>High interest.</li> </ul>	<ul style="list-style-type: none"> <li>Supply chain responsibility</li> </ul>
<b>Government Authorities</b>	<ul style="list-style-type: none"> <li>Full compliance with statutory regulations</li> <li>Transparent reporting when requested</li> </ul>	<ul style="list-style-type: none"> <li>Emails</li> <li>Calls</li> <li>Portal</li> <li>Formal letters</li> <li>Meetings</li> <li>Formal communications</li> </ul>	<ul style="list-style-type: none"> <li>High power.</li> <li>High interest.</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory compliance</li> </ul>

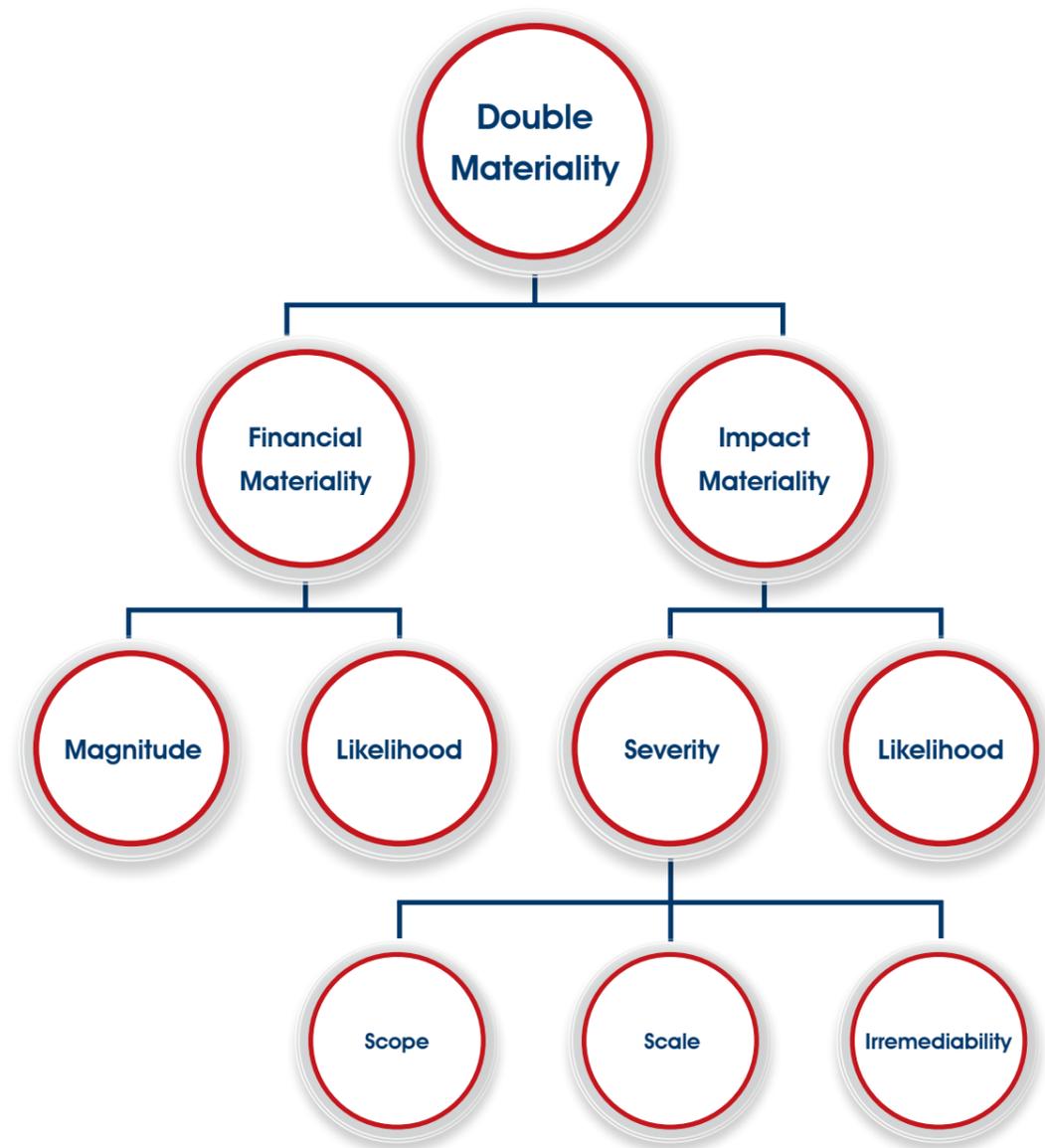
## Materiality Assessment

PETROJET's dedication to sustainability led us to conduct a thorough materiality assessment to identify the key ESG factors for our business and stakeholders. As a leading construction company, PETROJET is committed to addressing the sustainability challenges inherent to large-scale infrastructure projects, from reducing our environmental impact to ensuring the safety and well-being of our workforce and the communities we serve.

Our materiality approach integrates best practices from various international standards, including the European Sustainability Reporting Standards (ESRS), IFRS, and GRI. This approach is rooted in two key dimensions:

- 1. Financial Materiality:** Evaluating how material topics affect our business financially.
- 2. Impact Materiality:** Assessing how our activities influence the external environment and society.

By examining both dimensions, the double materiality assessment offers a holistic view of the most important issues, serving as a foundation that shapes our strategies and action plans.



Financial and impact materiality were measured on a scale of 1 to 5, with 5 indicating a stronger impact.

Impact materiality involves two factors: the severity and likelihood of an impact. Severity is determined by the scope, scale, and irremediability of each material issue to achieve a well-rounded evaluation of how PETROJET's operations intersect with environmental and societal concerns.

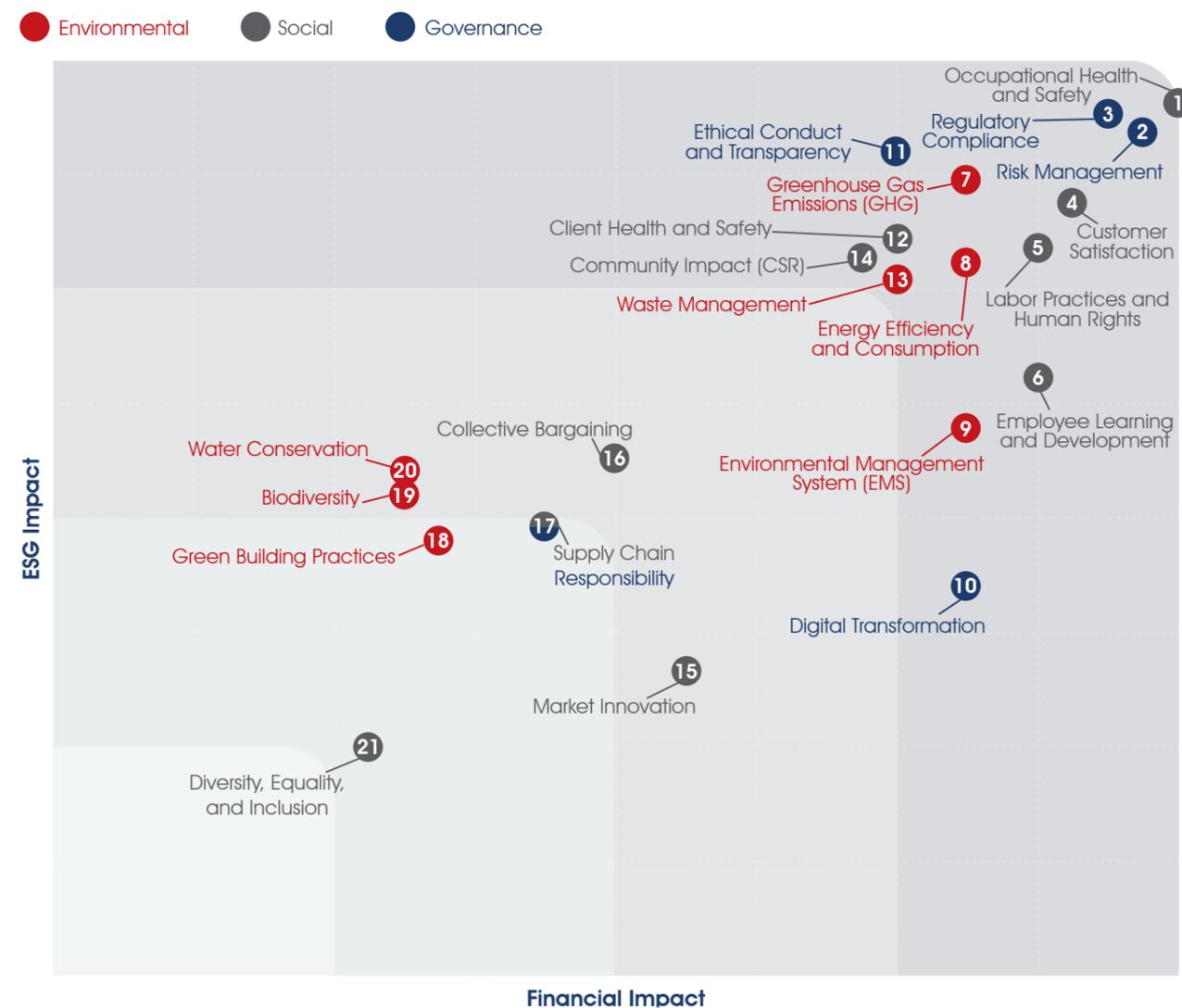
Financial materiality is also assessed according to two key factors: magnitude and likelihood. Magnitude describes the potential financial loss's size and expected timing. Likelihood is the probability of this financial impact.

This assessment enables us to prioritize actions and resources effectively to protect our business and contribute positively to the world.

## Identification and Prioritization Processes

Our process began by thoroughly identifying the material topics that were most relevant to PETROJET. This was achieved by studying several key factors, including the regional and national context, industry trends, peer activities, and our organizational strategy, in depth. That comprehensive analysis yielded a list of potentially material topics that illustrate the areas of greatest impact.

We conducted a stakeholder engagement process to prioritize these topics effectively, consulting a diverse group of internal and external stakeholders. This process, which took around 10 hours, allowed us to incorporate feedback from various groups to ensure that our priorities are well-rounded and aligned with the concerns and expectations of the stakeholders most impacted by and influential on our operations.



	Material Topic	ESG Impact	Financial Impact	Management Approach	Egypt Vision 2030	SDGs
1	<b>Occupational Health and Safety</b>	• High	• High	Due to the hazardous nature of the work, protecting employees and contractors is vital. PETROJET's commitment to a safe work environment minimizes risks and increases productivity.	 	 
2	<b>Risk Management</b>	• High	• High	PETROJET prioritizes managing strategic, operational, financial, and environmental risks, which is critical in the high-risk oil, gas and energy construction sector to ensure project success and long-term sustainability. Other social and climate risks will be considered in the next few years.		
3	<b>Regulatory Compliance</b>	• High	• High	Adhering strictly to industry regulations, environmental standards, and safety laws is essential for PETROJET to maintain operational integrity and execute large-scale projects smoothly.		
4	<b>Customer Satisfaction</b>	• High	• High	PETROJET is committed to delivering safe, reliable infrastructure that meets clients' needs and fosters lasting partnerships and mutual success.		 
5	<b>Labor Practices and Human Rights</b>	• High	• High	PETROJET emphasizes fair labor practices, equitable working conditions, and a respectful culture to support the well-being of employees and their families and recognizes them as essential to the Company's success.		 
6	<b>Employee Learning and Development</b>	• High	• High	PETROJET invests in continuous skill enhancement to empower employees, drive innovation, and meet evolving industry demands. We prioritize lifelong learning through structured training programs, leadership development, and technical upskilling, ensuring alignment with Egypt Vision 2030 for human capital development and global sustainability standards.		 
7	<b>Greenhouse Gas (GHG) Emissions</b>	• High	• High	Reducing GHG emissions is a priority for PETROJET as part of its intent to address climate change and minimize its environmental impact.		 
8	<b>Energy Efficiency and Consumption</b>	• Medium-High	• High	PETROJET is certified and implements energy management system ISO 50001 for more than 4 years aiming at managing different types of consumed energy to enhance energy efficiency and minimizing energy consumption, taking into consideration design, procurement and operation through different innovative projects using cutting-edge technological tools, to monitor and reduce energy consumption.		 
9	<b>Environmental Management System (EMS)</b>	• High	• High	PETROJET is implementing an EMS to guide sustainable operations and responsibly manage environmental resources.		 

Material Topic	ESG Impact	Financial Impact	Management Approach	Egypt Vision 2030	SDGs
<b>10 Digital Transformation</b>	• Medium	• High	PETROJET is dedicated to modernizing operations through advanced technologies, robust IT governance, cybersecurity enhancements, and process automation, supported by a comprehensive policy framework, employee training, optimized investments, and seamless system integration to enhance efficiency, resilience, and sustainability.		
<b>11 Ethical Conduct and Transparency</b>	• High	• High	PETROJET promotes ethical conduct in all operations, upholding standards of integrity and transparency.		
<b>12 Client Health and Safety</b>	• High	• High	PETROJET is committed to following client Health and Safety procedures as per the contracts in one of three different ways: <ul style="list-style-type: none"> <li>• Following all Client HSE Management System</li> <li>• Following PETROJET HSE Management System</li> <li>• Following Bridging documents and procedures</li> </ul>		 
<b>13 Waste Management</b>	• High	• High	PETROJET integrates waste management practices to minimize its environmental impact and promote sustainability in its operations.		
<b>14 Community Impact (CSR)</b>	• High	• Medium-high	PETROJET is dedicated to making a meaningful impact in the communities where it operates through targeted CSR initiatives.		   
<b>15 Market Innovation</b>	• Medium	• Medium-high	PETROJET prioritizes innovation to enhance project efficiency, competitiveness, and sustainability. We integrate cutting-edge technologies. Innovation is embedded in project planning through dedicated teams that identify opportunities for cost-reduction, carbon footprint minimization, and value creation for clients.		
<b>16 Collective Bargaining</b>	• Medium-high	• Medium-high	At PETROJET, we recognize the significance of collective bargaining as a fundamental aspect of employee engagement and organizational harmony. Our approach to collective bargaining is grounded in transparency, inclusivity, and the well-being of our workforce.		
<b>17 Supply Chain Responsibility</b>	• Medium	• Medium	PETROJET acknowledges its responsibility towards its suppliers and its clients. As a vendor, the company respects and aligns with its clients' ESG commitments through its services. For its existing suppliers and vendors, PETROJET will start raising their awareness on ESG topics to start integrating E&S considerations into the procurement process.		

Material Topic	ESG Impact	Financial Impact	Management Approach	Egypt Vision 2030	SDGs
<b>18 Green Building Practices</b>	• Medium	• Medium	<p>PETROJET promotes sustainable construction by adopting green building standards across projects. We prioritize energy-efficient designs, low-carbon materials, and waste reduction strategies.</p> <p>Our teams are trained in sustainable engineering practices to ensure compliance with Egypt's National Climate Change Strategy 2050 and global benchmarks.</p>		
<b>19 Biodiversity</b>	• Medium-high	• High	<p>We mitigate biodiversity impacts through rigorous Environmental Impact Assessments (EIAs), and by adhering to the "avoid-minimize-restore" hierarchy. PETROJET integrates biodiversity conservation into project design, avoiding sensitive ecosystems and implementing offset programs where unavoidable.</p>		 
<b>20 Water Conservation</b>	• Medium-high	• High	<p>Given Egypt's water scarcity challenges, PETROJET implements water-efficient practices in construction and operational activities. We prioritize closed-loop systems, rainwater harvesting, and wastewater recycling, aligning with Egypt's National Water Resources Plan.</p>		
<b>21 Diversity, Equality, and Inclusion</b>	• Low	• Medium	<p>PETROJET fosters an inclusive workplace by promoting gender equality, empowering youth and integrating underrepresented groups into our workforce. We align with Egypt Vision 2030 for social equity and enforce zero tolerance policies against discrimination.</p>		 

# 4.

## Environmental Stewardship

Environmental Policy and Management Systems  
Energy Efficiency and Emissions Reduction  
PETROJET's Carbon Footprint Assessment Results  
Waste and Water Management



## 2.

# Environmental Stewardship

## Environmental Policy and Management Systems

PETROJET is dedicated to minimizing its environmental footprint in all operations. This dedication aligns with our mission to pursue sustainable growth while upholding our environmental responsibilities. It is also aligned with the Ministry of Petroleum and Mineral Resources' Energy Efficiency Strategy (2022-2035). Through comprehensive environmental management practices, we aim to improve our environmental performance, conserve resources, and support the communities in which we operate.

**Our Environmental Policy is integrated within the broader HSE framework and encompasses the following key principles:**

### Environmental Protection:

PETROJET is dedicated to protecting the natural environment by preventing pollution and mitigating negative impacts from operations. This includes proactively minimizing emissions, reducing waste, conserving water, and managing resources responsibly.

### Sustainable Resource Utilization:

We strive to use materials and resources efficiently by incorporating sustainable practices and adopting innovative technologies that reduce resource consumption and waste generation.

### Compliance and Beyond:

PETROJET strictly adheres to all applicable local and international environmental laws and regulations. Furthermore, we voluntarily set higher standards and objectives to achieve environmental excellence and continually improve our environmental performance.

### Risk Management and Impact Mitigation:

PETROJET recognizes the potential environmental risks in the petroleum and industrial sectors and implements rigorous risk assessments and controls to prevent environmental damage. These practices include ongoing monitoring and analysis to ensure that operational activities minimize environmental harm.

### Continuous Improvement and Innovation:

Our commitment to continual improvement extends to our environmental practices. PETROJET actively pursues innovative, sustainable technologies and methodologies to achieve our environmental goals, reduce GHG emissions, and support climate resilience.

### Training and Awareness:

PETROJET fosters environmental awareness and education among its staff, promoting a culture of environmental responsibility throughout the Company. Regular training programs and workshops ensure all employees understand and actively contribute to PETROJET's environmental goals.

### Stakeholder Engagement:

We recognize the importance of engaging with stakeholders to address environmental concerns and foster collaborative environmental stewardship. PETROJET is dedicated to transparent communication and actively seeks stakeholder input to refine its environmental practices. By implementing these principles, PETROJET enacts its dedication to protecting the environment, promoting sustainability, and positively contributing to the ecosystem.

## Environmental Management System (EMS)

PETROJET also demonstrates its dedication to environmental stewardship by adhering to ISO 14001:2015 standards for environmental management. Our EMS is designed to minimize our environmental impact by identifying, assessing, and mitigating risks at all project stages, from planning to execution. Guided by the ISO 14001:2015 framework, our EMS ensures regulatory compliance and adheres to best practices. Key components include proactive risk assessment, responsible waste management, and sustainable resource utilization.

We continuously monitor and evaluate our environmental performance and implement corrective actions to improve. Employee training and engagement are prioritized to ensure that all staff understand their roles in supporting our environmental objectives. We fully comply with environmental laws and report our performance transparently to remain accountable to stakeholders.

## ISO 14001:2015 Certification



PETROJET's ISO 14001:2015 certification affirms our dedication to excellence in environmental management. This esteemed standard provides a structured approach to managing environmental impacts, ensuring compliance, and improving performance.

# Energy Efficiency and Emissions Reduction

PETROJET has implemented an energy conservation strategy and Energy Management Policy across all branches and projects to address the environmental impact of electricity consumption, the primary source of greenhouse gas emissions. The energy management team oversees implementation and reports to top management. This policy is communicated to all employees and stakeholders to encourage energy-conscious behavior. PETROJET aims to achieve a 30% reduction in energy consumption from the grid.

Energy objectives and targets are regularly monitored for effectiveness. For over four years, PETROJET has been ISO 50001:2018 certified, implementing an energy management system to enhance energy efficiency and minimize consumption. This system encompasses design, project management, and procurement activities across various sectors, including oil and gas refineries, petrochemicals, industrial plants, offshore structures, pipelines, tanks, pressure vessels, mechanical and electrical control systems, and associated civil engineering work.

By integrating energy efficiency considerations into these areas, PETROJET ensures that sustainable practices are embedded throughout its operations, reducing environmental impact and supporting the company's dedication to sustainability. This will be accomplished by adopting an energy management system in line with ISO 50001 standards, with plans to obtain ISO certifications for all branches by 2030. Additionally, PETROJET is increasing the proportion of electricity sourced from renewable energy to reduce emissions and support its sustainability efforts.

# PETROJET's Carbon Footprint Assessment Results for 2024

PETROJET assesses its environmental impact by monitoring and reporting its carbon footprint, following internationally recognized standards to ensure accurate and transparent data. The organization's emission calculations align with:

- **The Greenhouse Gas Protocol Guidelines, including:**
  - o The Corporate Accounting and Reporting Standard
  - o The Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- **ISO 14064-1:** 2019 provides specifications for quantifying and reporting greenhouse gas emissions at the organizational level.
- The 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines, including 2019 updates for greenhouse gas inventory.

# Operational Boundaries

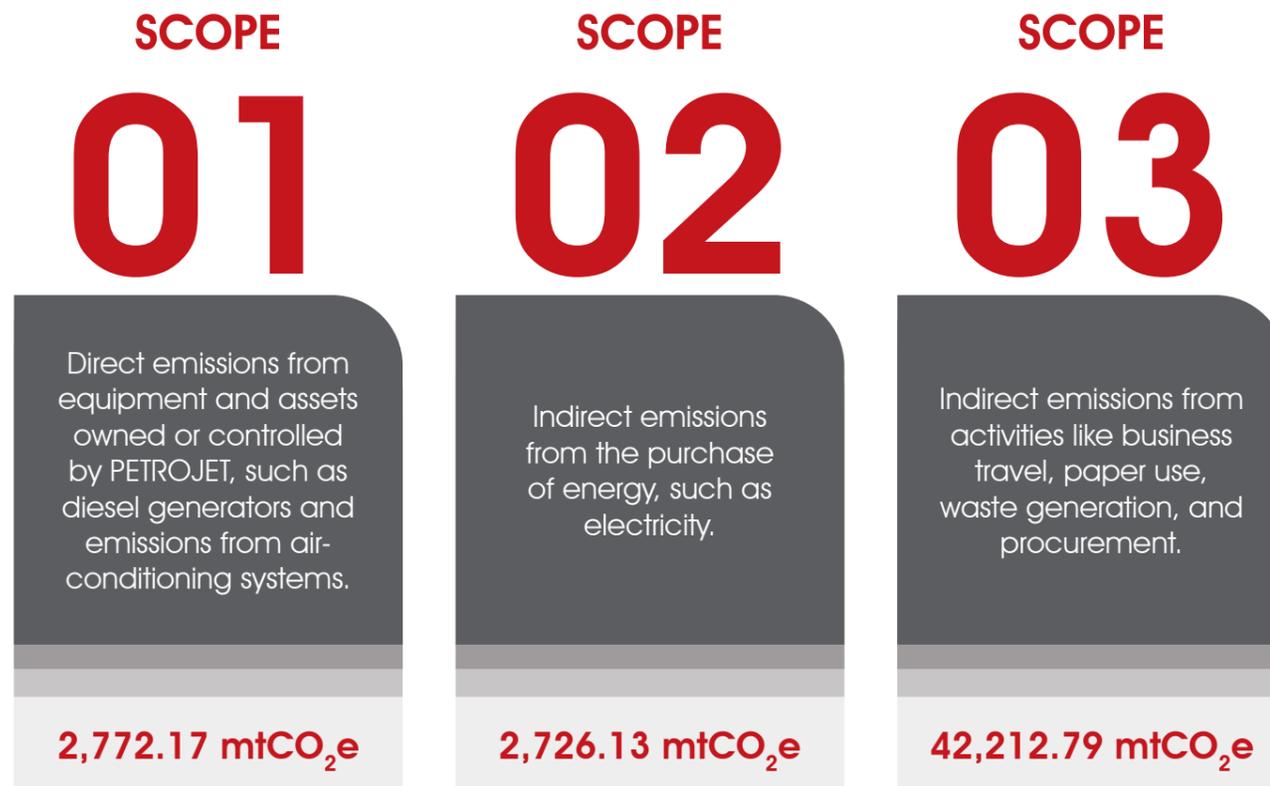
PETROJET's carbon footprint calculation and reporting include only the PETROJET Headquarter (HQ) and Kattameya Workshop. These locations are the primary focus for managing emissions and conducting carbon footprint assessments.

- **Total Area:**  
83,158 m<sup>2</sup>, representing the combined area of the HQ and the Kattameya Workshop where emissions are tracked.
- **Full-Time Equivalent (FTE):**  
2,670, indicating the total number of full-time employees working across these locations, with FTE accounting for both full-time and part-time employees based on their work hours.



## Emission scopes

PETROJET categorizes emissions into three scopes:



GHG Emissions Summary - HQ		
	2023	2024
<b>Scope 1 – Direct Emissions (mtCO<sub>2</sub>e)</b>		
Stationary Combustion	700.54	706.78
Mobile Combustion	1,117.65	1,119.46
Fugitive Emissions: Refrigerants	29.56	29.40
Fugitive Emissions: Fire Suppressants	37.99	37.99
Fugitive Emissions: Fertilizers	0.20	0.16
<b>Total Scope 1 Emissions</b>	<b>1,885.94</b>	<b>1,893.79</b>

GHG Emissions Summary - HQ		
	2023	2024
<b>Scope 2 – Indirect Emissions (mtCO<sub>2</sub>e)</b>		
Purchased Energy	1,754.61	1,767.15
<b>Total Scope 2 Emissions</b>	<b>1,754.61</b>	<b>1,767.15</b>
<b>Total Scope 1 &amp; 2 Emissions (mtCO<sub>2</sub>e)</b>	<b>3,640.55</b>	<b>3,660.94</b>
Scope 1 & 2 Carbon Intensity per employee (tCO <sub>2</sub> e/FTE)	2.477	2.490
Scope 1 & 2 Carbon Intensity per area (kgCO <sub>2</sub> e/m <sup>2</sup> )	71.397	71.797
Scope 2 Electricity Intensity per employee (tCO <sub>2</sub> e/FTE)	1.194	1.202
Scope 2 Electricity Intensity per area (kgCO <sub>2</sub> e/m <sup>2</sup> )	34.411	34.657
Scope 2 Energy Use Intensity (kWh/m <sup>2</sup> )	91.348	92.001
<b>Scope 3 – Indirect Emissions (mtCO<sub>2</sub>e)</b>		
Purchased Goods and Services	63.65	712.74
Capital Goods	58.19	151.68
Fuel and Energy Related Activities	1,295.09	1,061.95
Generated Waste in Operation: Due to treatment	46.22	43.80
Generated Waste in Operation: Due to transportation	2.32	2.16
Business Travel: Air Travel	15.91	21.03
Business Travel: Road Travel	52.96	147.50
Employee Commuting	919.81	846.53
<b>Total Scope 3 Emissions</b>	<b>2,454.16</b>	<b>2,987.37</b>
<b>Total Scope 1, 2 &amp; 3 Emissions</b>	<b>6,094.71</b>	<b>6,648.32</b>
Scope 1, 2 & 3 Carbon Intensity per employee (tCO <sub>2</sub> e/FTE)	4.146	4.523
Scope 1, 2 & 3 Carbon Intensity per area (kgCO <sub>2</sub> e/m <sup>2</sup> )	119.528	130.385

PETROJET HQ's carbon footprint data shows a slight increase in Scope 1 emissions, from **1,885.94 mtCO<sub>2</sub>e** in 2023 to **1,893.79 mtCO<sub>2</sub>e** in 2024, representing a 0.42% increase, mainly driven by stationary and mobile combustion. Scope 2 emissions from purchased energy also experienced a minor rise, increasing from **1,754.61 mtCO<sub>2</sub>e** to **1,767.15 mtCO<sub>2</sub>e**, a 0.71% increase.

Conversely, Scope 3 emissions grew significantly, rising from **2,454.16 mtCO<sub>2</sub>e** in 2023 to **2,987.37 mtCO<sub>2</sub>e** in 2024, representing a 21.7% increase, primarily attributed to higher emissions from purchased goods, capital goods, and business travel.

PETROJET HQ's total emissions (Scopes 1, 2, and 3) increased from **6,094.71 mtCO<sub>2</sub>e** in 2023 to **6,648.32 mtCO<sub>2</sub>e** in 2024, marking a 9.1% increase. Carbon intensity per employee rose from **4.146 tCO<sub>2</sub>e/FTE** to **4.523 tCO<sub>2</sub>e/FTE**, while carbon intensity per area increased from **119.528 kgCO<sub>2</sub>e/m<sup>2</sup>** to **130.385 kgCO<sub>2</sub>e/m<sup>2</sup>**.

GHG Emissions Summary - Kattameya WSH		
	2023	2024
<b>Scope 1 – Direct Emissions (mtCO<sub>2</sub>e)</b>		
Stationary Combustion	452.48	219.00
Mobile Combustion	356.03	326.61
Fugitive Emissions: Refrigerants	746.55	328.69
Fugitive Emissions: Fire Suppressants	4.06	4.07
Fugitive Emissions: Fertilizers	0.00	0.00
<b>Total Scope 1 Emissions</b>	<b>1,559.12</b>	<b>878.37</b>
<b>Scope 2 – Indirect Emissions (mtCO<sub>2</sub>e)</b>		
Purchased Energy	981.66	958.98
<b>Total Scope 2 Emissions</b>	<b>981.66</b>	<b>958.98</b>
<b>Total Scope 1 &amp; 2 Emissions (mtCO<sub>2</sub>e)</b>	<b>2,540.78</b>	<b>1,837.35</b>
Scope 1 & 2 Carbon Intensity per employee (tCO <sub>2</sub> e/FTE)	2.117	1.531
Scope 1 & 2 Carbon Intensity per area (kgCO <sub>2</sub> e/m <sup>2</sup> )	78.985	57.117
Scope 2 Electricity Intensity per employee (tCO <sub>2</sub> e/FTE)	0.818	0.799
Scope 2 Electricity Intensity per area (kgCO <sub>2</sub> e/m <sup>2</sup> )	30.517	29.812
Scope 2 Energy Use Intensity (kWh/m <sup>2</sup> )	81.010	79.139

GHG Emissions Summary - Kattameya WSH		
	2023	2024
<b>Scope 3 – Indirect Emissions (mtCO<sub>2</sub>e)</b>		
Purchased Goods and Services	19,448.17	38,256.31
Capital Goods	6,677.02	208.80
Fuel and Energy Related Activities	757.82	629.18
Generated Waste in Operation: Due to treatment	19.94	70.37
Generated Waste in Operation: Due to transportation	0.14	0.66
Business Travel: Air Travel	0	0
Business Travel: Road Travel	0	0
Employee Commuting	56.01	60.09
<b>Total Scope 3 Emissions</b>	<b>26,959.09</b>	<b>39,225.41</b>
<b>Total Scope 1, 2 &amp; 3 Emissions</b>	<b>29,499.87</b>	<b>41,062.76</b>
Scope 1, 2 & 3 Carbon Intensity per employee (tCO <sub>2</sub> e/FTE)	24.583	34.219
Scope 1, 2 & 3 Carbon Intensity per area (kgCO <sub>2</sub> e/m <sup>2</sup> )	917.056	1276.510

Kattameya WSH's carbon footprint data for 2024 shows notable shifts compared to 2023. Scope 1 emissions decreased significantly, dropping from **1,559.12 mtCO<sub>2</sub>e** in 2023 to **878.37 mtCO<sub>2</sub>e** in 2024, marking a 43.7% reduction.

This decline was primarily driven by reductions in stationary combustion emissions, which fell by 51.6% from **452.48 mtCO<sub>2</sub>e** to **219.00 mtCO<sub>2</sub>e**, and fugitive emissions from refrigerants, which dropped by 56.0% from 746.55 mtCO<sub>2</sub>e to **328.69 mtCO<sub>2</sub>e**. Scope 2 emissions from purchased energy also saw a slight decline of 2.3%, decreasing from **981.66 mtCO<sub>2</sub>e** in 2023 to **958.98 mtCO<sub>2</sub>e** in 2024.

However, Scope 3 emissions surged significantly, rising from **26,959.09 mtCO<sub>2</sub>e** in 2023 to **39,225.41 mtCO<sub>2</sub>e** in 2024, a 45.5% increase. This growth was primarily attributed to a sharp rise in emissions from purchased goods and services, which nearly doubled from **19,448.17 mtCO<sub>2</sub>e** to **38,256.31 mtCO<sub>2</sub>e**.

Additionally, emissions from generated waste due to treatment more than tripled, increasing from **19.94 mtCO<sub>2</sub>e** to **70.37 mtCO<sub>2</sub>e**. On the other hand, emissions from capital goods saw a substantial drop, decreasing from **6,677.02 mtCO<sub>2</sub>e** to **208.80 mtCO<sub>2</sub>e** in 2024.

Overall, total emissions across Scopes 1, 2, and 3 increased from **29,499.87 mtCO<sub>2</sub>e** in 2023 to **41,062.76 mtCO<sub>2</sub>e** in 2024, reflecting a 39.2% rise.

This resulted in a significant increase in carbon intensity per employee, climbing from **24.583 tCO<sub>2</sub>e/FTE** to **34.219 tCO<sub>2</sub>e/FTE**, while carbon intensity per area rose from **917.056 kgCO<sub>2</sub>e/m<sup>2</sup>** to **1,276.510 kgCO<sub>2</sub>e/m<sup>2</sup>** in 2024.

GHG Emissions Summary – HQ and Kattameya WSH		
	2023	2024
Scope 1 – Direct Emissions (mtCO <sub>2</sub> e)		
Stationary Combustion	1,153.02	925.78
Mobile Combustion	1,473.68	1,446.07
Fugitive Emissions: Refrigerants	776.11	358.09
Fugitive Emissions: Fire Suppressants	42.05	42.06
Fugitive Emissions: Fertilizers	0.20	0.16
<b>Total Scope 1 Emissions</b>	<b>3,445.06</b>	<b>2,772.17</b>

GHG Emissions Summary – HQ and Kattameya WSH		
	2023	2024
Scope 2 – Indirect Emissions (mtCO <sub>2</sub> e)		
Purchased Energy	2,736.26	2,726.13
<b>Total Scope 2 Emissions</b>	<b>2,736.26</b>	<b>2,726.13</b>
<b>Total Scope 1 &amp; 2 Emissions (mtCO<sub>2</sub>e)</b>	<b>6,181.33</b>	<b>5,498.30</b>
Scope 1 & 2 Carbon Intensity per employee (tCO <sub>2</sub> e/FTE)	2.315	2.059
Scope 1 & 2 Carbon Intensity per area (kgCO <sub>2</sub> e/m <sup>2</sup> )	74.332	66.119
Scope 2 Electricity Intensity per employee (tCO <sub>2</sub> e/FTE)	1.025	1.021
Scope 2 Electricity Intensity per area (kgCO <sub>2</sub> e/m <sup>2</sup> )	32.904	32.783
Scope 2 Energy Use Intensity (kWh/m <sup>2</sup> )	87.349	87.026
Scope 3 – Indirect Emissions (mtCO <sub>2</sub> e)		
Purchased Goods and Services	19,511.82	38,969.04
Capital Goods	6,735.21	360.48
Fuel and Energy Related Activities	2,052.90	1,691.12
Generated Waste in Operation: Due to treatment	66.16	114.17
Generated Waste in Operation: Due to transportation	2.46	2.82
Business Travel: Air Travel	15.91	21.03
Business Travel: Road Travel	52.96	147.50
Employee Commuting	975.82	906.62
<b>Total Scope 3 Emissions</b>	<b>29,413.25</b>	<b>42,212.79</b>
<b>Total Scope 1, 2 &amp; 3 Emissions</b>	<b>35,594.58</b>	<b>47,711.08</b>
Scope 1, 2 & 3 Carbon Intensity per employee (tCO <sub>2</sub> e/FTE)	13.331	17.869
Scope 1, 2 & 3 Carbon Intensity per area (kgCO <sub>2</sub> e/m <sup>2</sup> )	428.036	573.740

The GHG emissions summary for PETROJET HQ and Kattameya WSH reveals a decline in Scope 1 and 2 emissions but a significant increase in Scope 3 emissions in 2024 compared to 2023. Scope 1 emissions decreased from **3,445.06 mtCO<sub>2</sub>e** in 2023 to **2,772.17 mtCO<sub>2</sub>e** in 2024, marking a 19.5% reduction.

This decline was primarily driven by a 53.9% drop in fugitive emissions from refrigerants, which fell from **776.11 mtCO<sub>2</sub>e** to **358.09 mtCO<sub>2</sub>e**, alongside a 19.7% reduction in stationary combustion emissions from **1,153.02 mtCO<sub>2</sub>e** to **925.78 mtCO<sub>2</sub>e**. Mobile combustion emissions saw a slight decline of 1.9%, from **1,473.68 mtCO<sub>2</sub>e** to **1,446.07 mtCO<sub>2</sub>e** in 2024.

Scope 2 emissions from purchased energy saw a marginal decline of 0.4%, decreasing from **2,736.26 mtCO<sub>2</sub>e** in 2023 to **2,726.13 mtCO<sub>2</sub>e** in 2024. Consequently, total Scope 1 and 2 emissions dropped from **6,181.33 mtCO<sub>2</sub>e** in 2023 to **5,498.30 mtCO<sub>2</sub>e** in 2024, reflecting an 11.1% reduction. This improvement contributed to a decrease in carbon intensity per employee from **2.315 tCO<sub>2</sub>e/FTE** to **2.059 tCO<sub>2</sub>e/FTE** and per area from **74.332 kgCO<sub>2</sub>e/m<sup>2</sup>** to **66.119 kgCO<sub>2</sub>e/m<sup>2</sup>**.

Despite reductions in Scopes 1 and 2, Scope 3 emissions surged by 43.5%, rising from **29,413.25 mtCO<sub>2</sub>e** in 2023 to **42,212.79 mtCO<sub>2</sub>e** in 2024. The primary driver of this increase was emissions from purchased goods and services, which nearly doubled from **19,511.82 mtCO<sub>2</sub>e** to **38,969.04 mtCO<sub>2</sub>e**. Additionally, emissions from business travel by road nearly tripled, increasing from **52.96 mtCO<sub>2</sub>e** to **147.50 mtCO<sub>2</sub>e**. However, capital goods emissions saw a sharp decline of 94.6%, falling from **6,735.21 mtCO<sub>2</sub>e** to **360.48 mtCO<sub>2</sub>e**.

Overall, total emissions across Scopes 1, 2, and 3 rose from **35,594.58 mtCO<sub>2</sub>e** in 2023 to **47,711.08 mtCO<sub>2</sub>e** in 2024, marking a 34.1% increase. This increase led to a rise in carbon intensity per employee from **13.331 tCO<sub>2</sub>e/FTE** to **17.869 tCO<sub>2</sub>e/FTE**, while carbon intensity per area increased from **428.036 kgCO<sub>2</sub>e/m<sup>2</sup>** to **573.740 kgCO<sub>2</sub>e/m<sup>2</sup>**.

# Waste and Water Management

## Waste Management

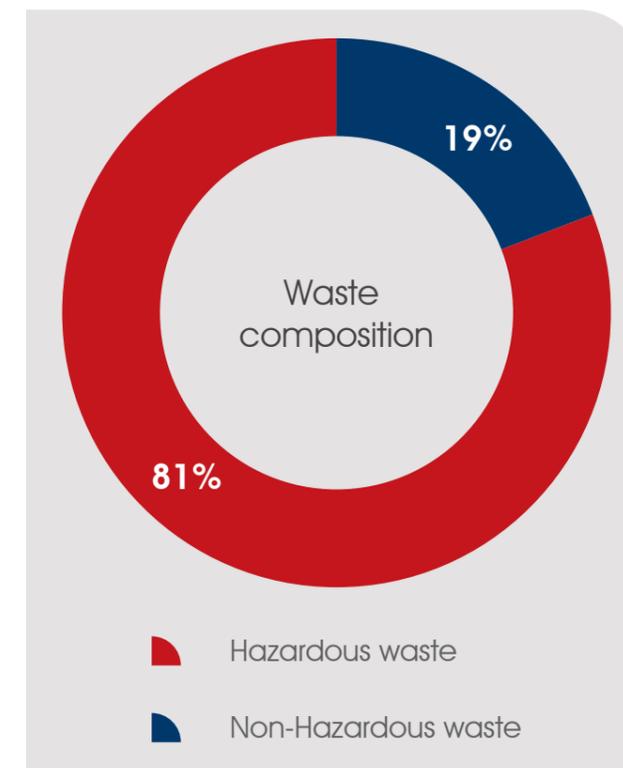
At PETROJET, comprehensive waste management procedures are in place to ensure the safe and effective segregation, quantification, and disposal of waste generated across the Organization's operations and operational activities.

To ensure the effectiveness of our waste management efforts, PETROJET includes a tracking and documentation system. The types and quantities of waste generated are recorded on a monthly basis, providing valuable data that allows us to monitor trends, identify areas for improvement, and ensure compliance with environmental regulations.

PETROJET has established dedicated areas across its facilities to classify waste into distinct categories. These categories include:

- **Hazardous Solid Waste:**  
This category includes materials that pose a significant threat to health or the environment. It encompasses electronics, maintenance debris, and ink cartridges, which must be segregated from non-hazardous materials to prevent contamination and ensure proper disposal.
- **Non-Hazardous Solid Waste:**  
This category includes food waste, wood, and cables. Although not dangerous, these materials require proper handling and disposal to avoid unnecessary accumulation or environmental harm.
- **Liquid Waste:**  
This category involves the disposal of liquid residues such as sewage and other liquid byproducts from operations. These wastes must be handled with care to avoid contamination and must be disposed of through approved and safe methods.

In 2024, PETROJET recorded a total hazardous waste weight of 733.7217 tons and a total non-hazardous waste weight of 3074.568 tons, bringing the overall total weight of waste to 3808.289 tons.



To support the responsible disposal and recycling of waste, PETROJET collaborates with certified contractors who hold the necessary environmental approvals and permits. These contractors are carefully assessed to ensure compliance with all applicable regulations regarding waste types, transportation vehicles, and disposal facilities.

## Employee Awareness of Waste Practices

At PETROJET, we believe that awareness is a key component of successful waste management. All workers receive training on the various types of waste, associated risks, and proper handling practices. This training is regularly updated to ensure that workers remain knowledgeable about the latest safety protocols and environmental standards, helping us achieve high levels of compliance and minimize any negative impact on the environment.



## Water Management

PETROJET focuses on optimizing water use, minimizing wastage, and ensuring the safe treatment and disposal of wastewater through its Water Management procedures. These procedures include the following:

- **Water Conservation:**  
Efforts are made to reduce water consumption by adopting efficient technologies and processes. Regular monitoring and maintenance of water systems helps identify and address leaks or inefficiencies.
- **Water Quality Monitoring:**  
PETROJET conducts regular testing of water quality at various points within its operations to ensure compliance with local regulations and industry standards.
- **Wastewater Treatment and Disposal:**  
Wastewater is treated to meet environmental standards before being safely released or recycled within the facility for non-potable uses, such as cooling or irrigation.

In 2024, PETROJET's total water consumption totaled 384,3009 Mega liters.



# 15.

## Empowering People and Communities

- Our People
- Our Community
- Our Clients
- Our Suppliers

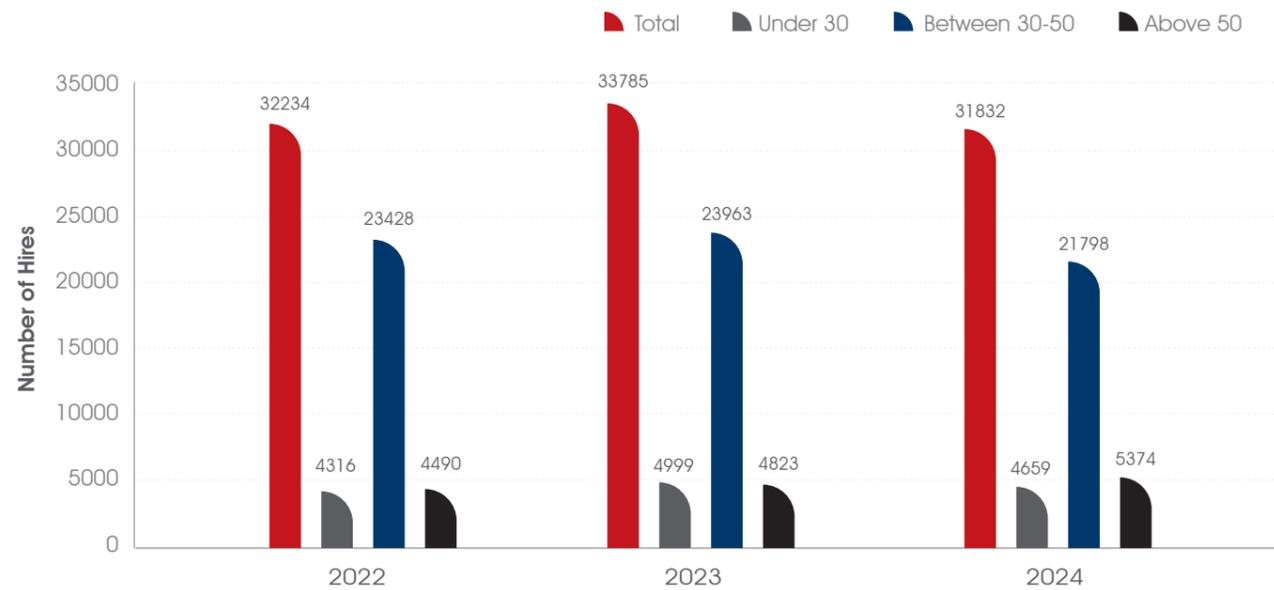
# 2.

# Empowering People and Communities

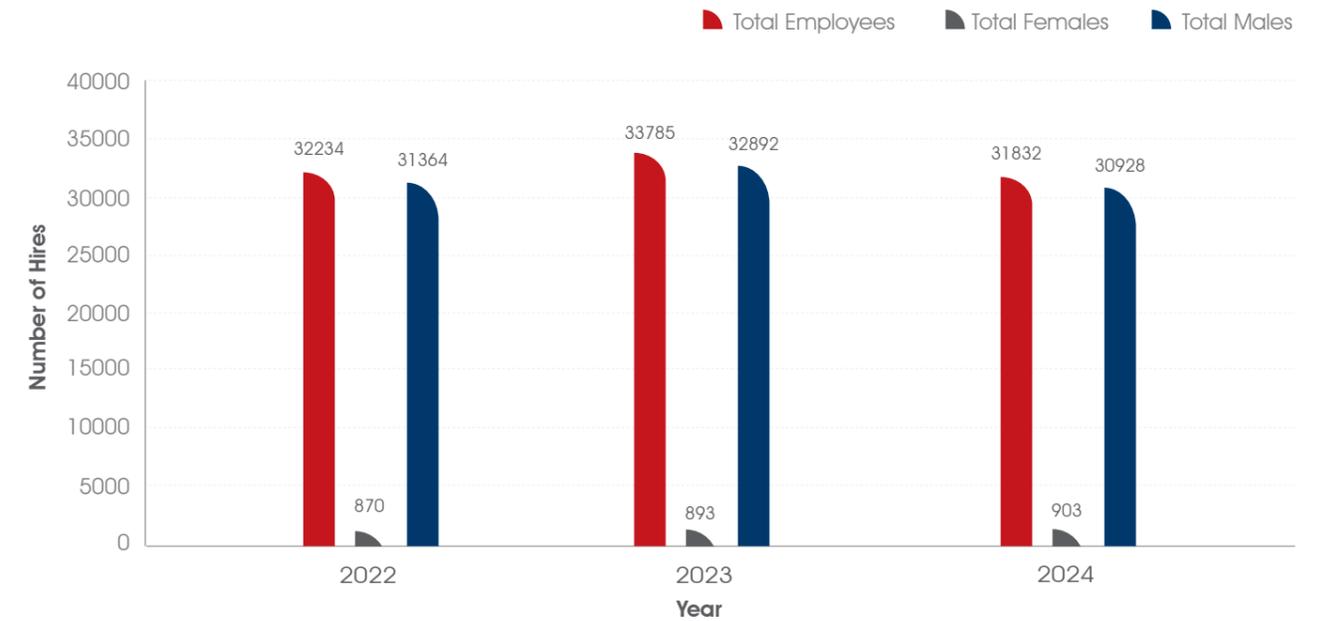
## Our People

Every achievement at PETROJET begins with our employees—who are essential for building a sustainable future. Our dedicated team of 44,956 qualified professionals and workers continuously strengthens our market positioning and delivers value while pursuing ambitious, sustainable goals. As we intentionally attract diversified talent, our full-time employees, composed of 31,832 and representing 70.79% of the total workforce, represent different age groups and provide different skill sets that contribute to achieving the PETROJET mission.

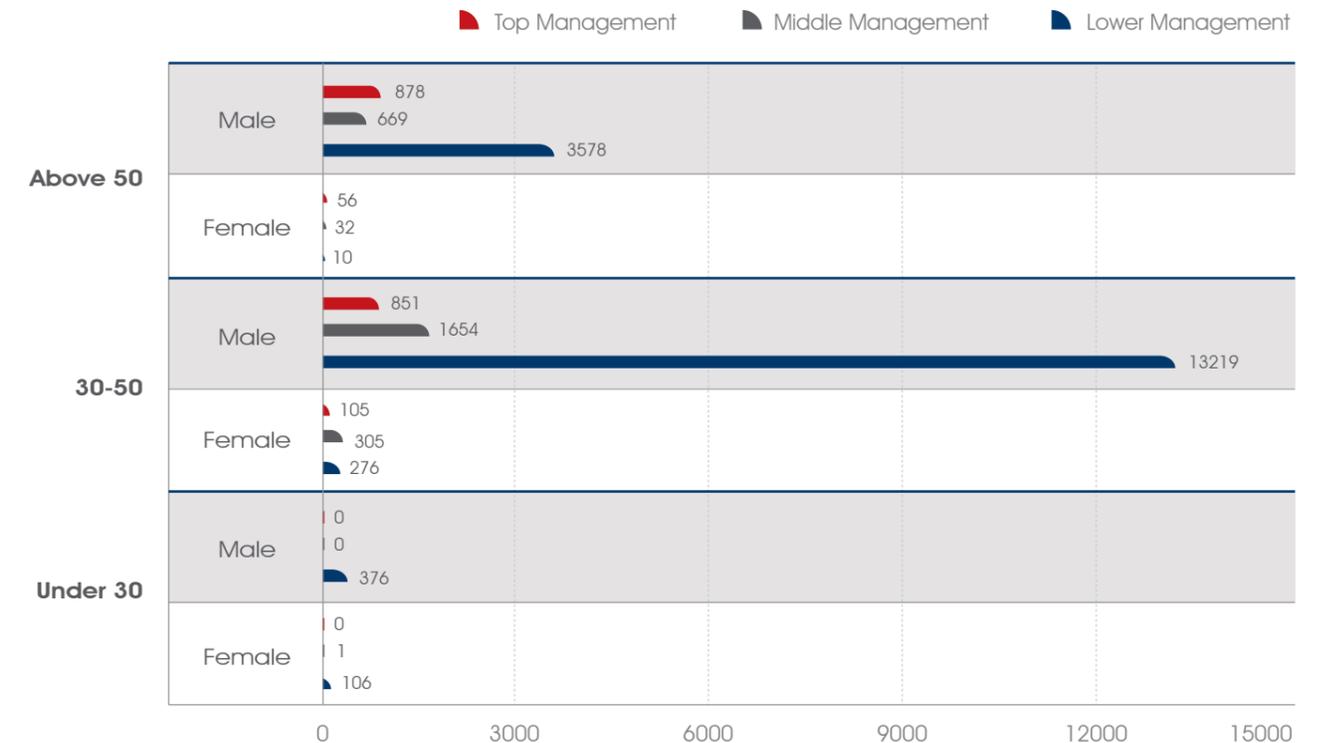
Graph 01 | Employees by Age



Graph 02 | Employees by Gender



Graph 03 | Employees by Management Level

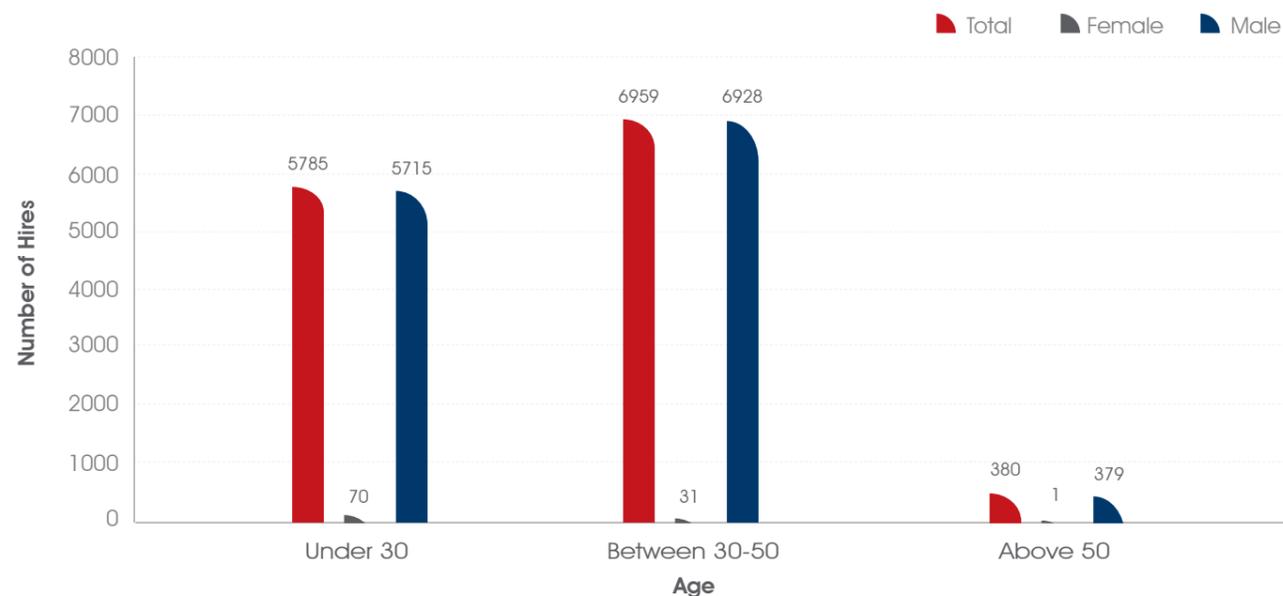


Women in Management at Headquarters

31%

In addition to full-time permanent employees, PETROJET's workforce also includes workers who are not employees (indirect), constituting 29.21% of the total, and counting 13,124 workers.

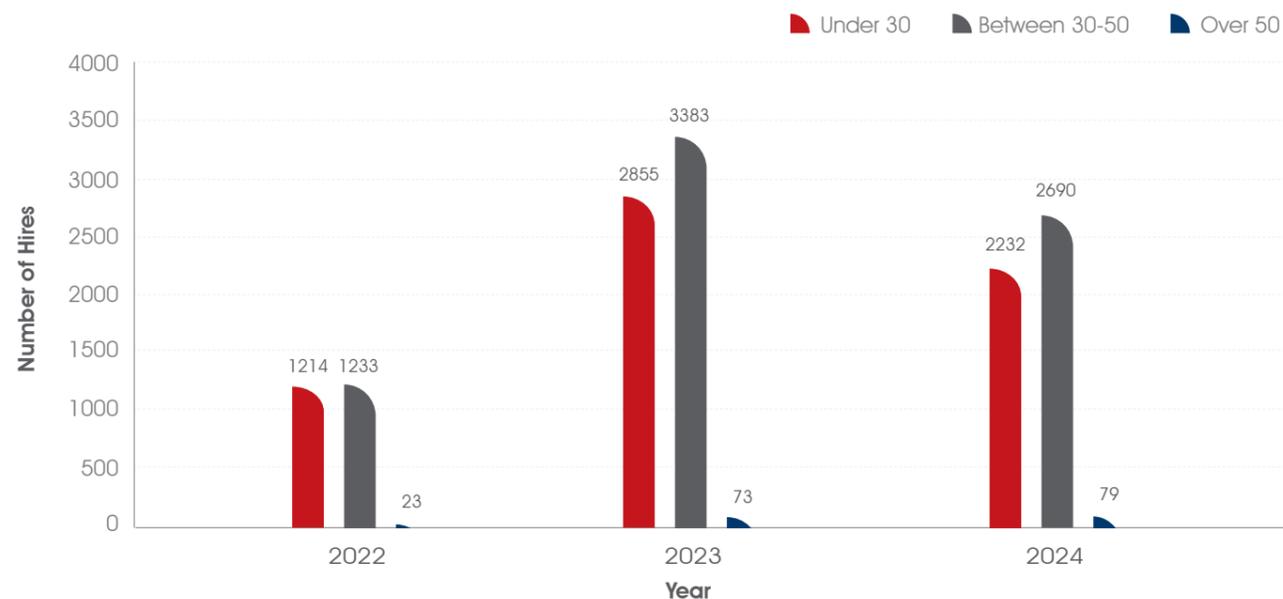
**Graph 04 | Workers who are not Employees, by Age and Gender**



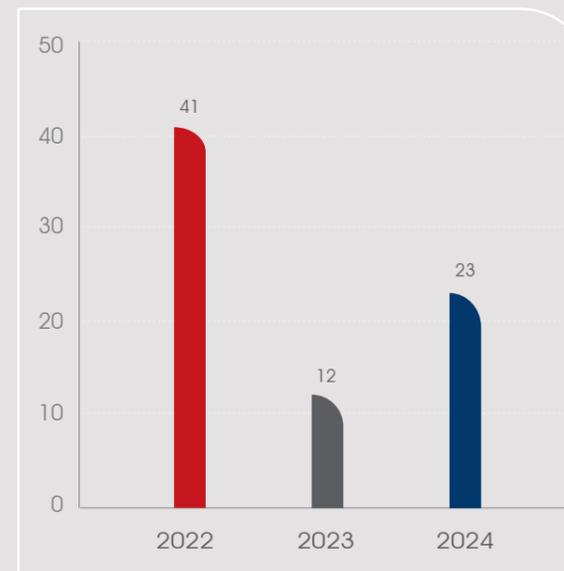
## New Hires and Turnover

We are working to attract exceptional talent who share our vision and passion for innovation. By the end of 2024, we had hired 15% of our total workforce.

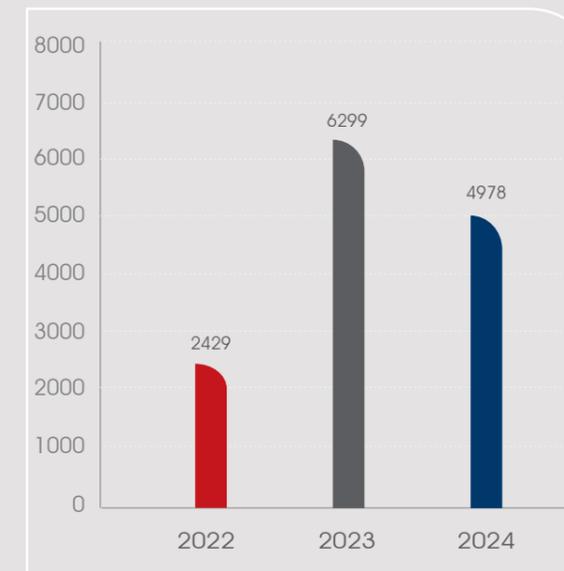
**Graph 05 | New Hires by Age**



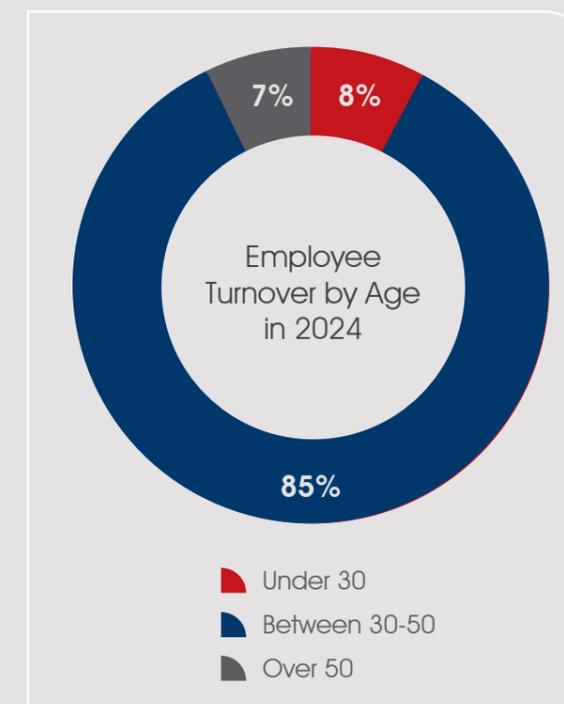
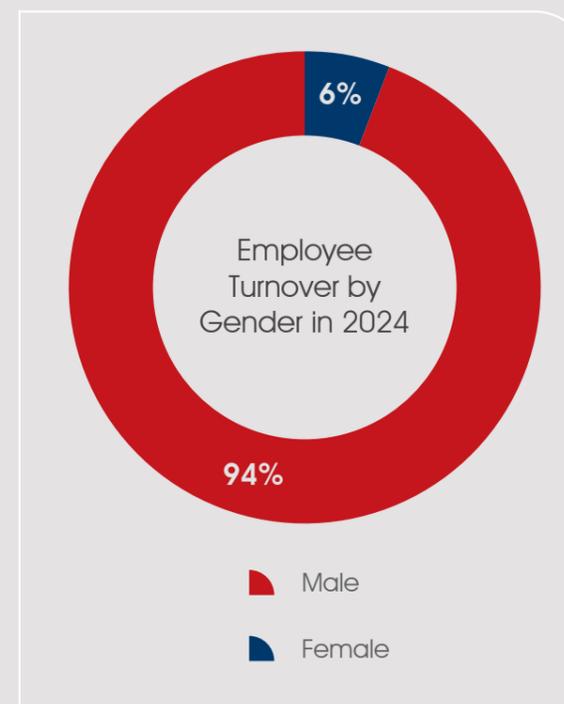
**Graph 06 | Female New Hires**



**Graph 07 | Male New Hires**



At PETROJET, building and maintaining a high-caliber workforce is a top priority. By focusing on employee satisfaction, professional development, and retention plans, we work to minimize attrition rates. To further improve the workplace, we conduct exit interviews to identify challenges, understand employees' reasons for departing, and continuously improve our work culture. In 2024, the turnover rate was 1%. The turnover by age and gender is as follows:



## Employee Engagement

Employee engagement is a core PETROJET value. We take pride in offering various meaningful engagement activities to promote collaboration, motivation, and a sense of belonging in our teams. Our initiatives include:

- **Sporting Activities:**  
Chess, bowling, cycling, and football.
- **Religious Activities:**  
The company provides Hajj and Umrah services as part of its religious activities, ensuring a seamless and spiritually fulfilling experience for employees.
- **Trips and Vacations:**  
The company offers different vacation destinations for its employees each year.

In addition, we maintain open communication channels with our employees and assess their satisfaction through specific surveys on our website.



## Employee Rights and Benefits

Human capital management is a core strategic pillar. We prioritize our employees' well-being and professional growth by providing competitive wages, comprehensive benefits, and continuous learning opportunities.

At PETROJET, we support employees and workers by offering a comprehensive benefits package designed to attract, retain, and empower top talent. Employee benefits help them maintain a healthy balance between their personal and professional lives.

Our offerings include:

### COMPREHENSIVE INSURANCE COVERAGE

- Social insurance.
- Full medical insurance, including access to non-occupational medical and healthcare services

### HEALTH PROMOTION PROGRAMS

- Fitness-to-work procedures
- Periodic medical check-ups, facilitated by our dedicated Medical Department

### PENSION PLAN

- PETROJET offers pension plans for all its employees through a separate pension fund that pays the plan's liabilities

### PROFIT SHARES

- PETROJET dedicates a percentage of its total profit to be distributed on its employees and workers.

## Parental Leave

	2022	2023	2024
<b>Total number of male employees entitled to parental leave</b>	<b>The Company grants male employees special leave, including leave to accompany their wives and care for parents.</b>		
<b>Total number of female employees entitled to parental leave</b>	<b>All Females in PETROJET are entitled to parental leave.</b>		
<b>Total number of female employees who took parental leave</b>	24	47	82
<b>Total number of male employees who took parental leave</b>	37	58	66
<b>Total number of female employees who returned to work after parental leave ended</b>	17	9	62
<b>Total number of male employees who returned to work after parental leave ended</b>	17	38	42
<b>Total number of male employees who returned to work after parental leave ended and were still employed 12 months later</b>	17	38	

To ensure effective communication, we notify employees of any operational changes that may significantly affect them. Employees are notified at least two weeks before implementation to allow them ample time to prepare and share feedback.

## Learning and Development

PETROJET believes an investment in our people is an investment in our future. Our Learning and Development Department creates an annual plan to nurture and develop our employees' skills. The CEO then approves the plan to ensure that it aligns with the Company's strategic goals.

The 2024 Learning and Development Plan was developed after a thorough review of training programs in collaboration with central departments and branches. It is tailored to meet the specific needs of each role. It prioritizes key training areas, addresses skill gaps, and equips employees with tools for professional growth to keep PETROJET's workforce agile and prepared for an ever-evolving business landscape.

### The training plan focuses on three primary tracks:

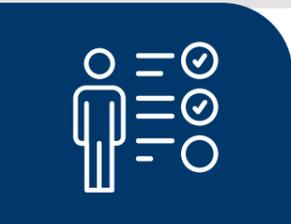
1. Leadership and Management Training
2. Attitude and Behavior Training
3. Operational and Technical Training

The plan details are outlined below.

### Behavioral/Administrative Skills Plan

1. Plan for behavioral and personal skills.
2. Plan for administrative and job-specific skills.

Below is a sample of the provided programs under each track, along with the total number of trainees:



#### Behavioral and Personal Skills

- Anger management
- Communication skills
- Creative and innovative thinking
- Emotional intelligence



#### Administrative and Job-Specific Skills

- Conflict and collaboration
- Corporate finance for directors
- Customer relationship management
- Effective budgeting and cost control

### Technical/ Administrative Skills Plan

1. Plans for Operational Technical Departments
2. Plans for Operational Administrative Department

Samples of each track's programs and total number of trainees:



#### Plans for Operational Technical Departments

- Bottom-line leadership
- Building high-performance teams
- Communication training for managers
- Conflict and collaboration
- Concrete element curing, maintenance, and repair
- Compressor design and maintenance



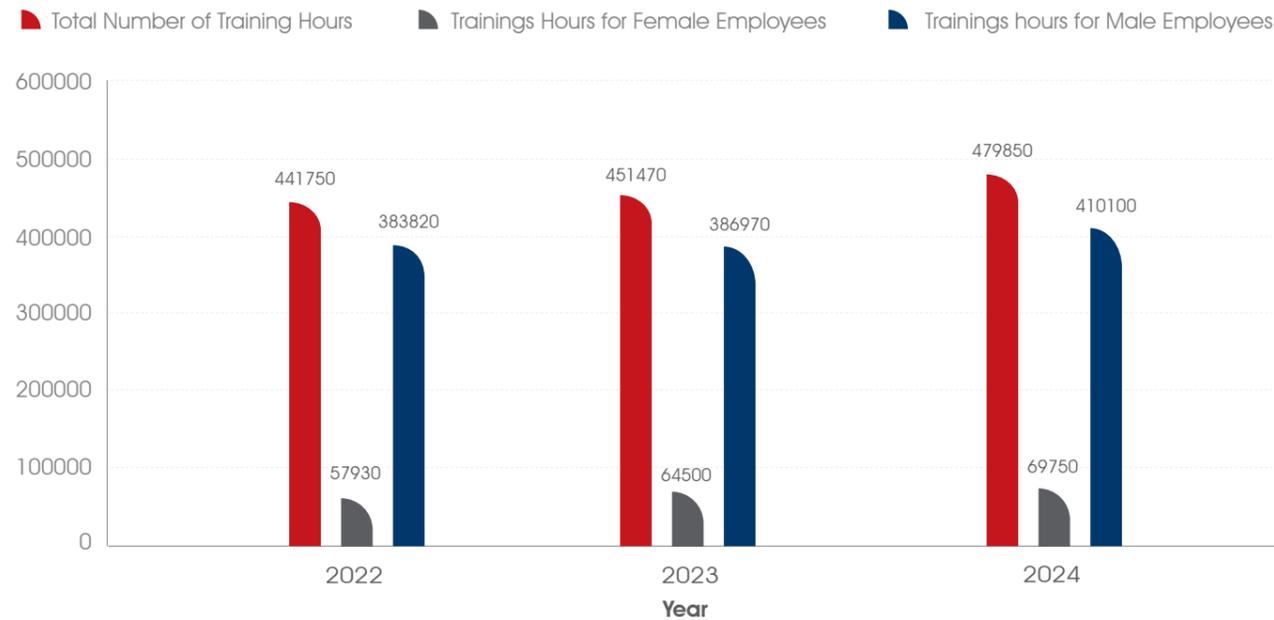
#### Plans for Operational Administrative Departments

- Inventory control
- Lean management
- Procurement management
- Shipping incoterms
- Event management planning
- Public relations, media management, and strategy
- Public relations, protocol, etiquette, and VIP management
- Effective budgeting and cost control

## Foreign Language Study Plan

1. Plan for studying the Russian Language
2. Plan for studying the French Language

**Graph 08 | Number of Training Hours by Gender**



Average training hours per female employee:

**77.24**  
HOURS

Average training hours per employee:

**15.07**  
HOURS

Average training hours per male employee:

**13.25**  
HOURS

## Sustainability Capacity building

In 2024, PETROJET has taken important strides in building its capacity regarding sustainability. Many training workshops and awareness sessions were conducted with different stakeholders, including employees, top management, and the Board of Directors.

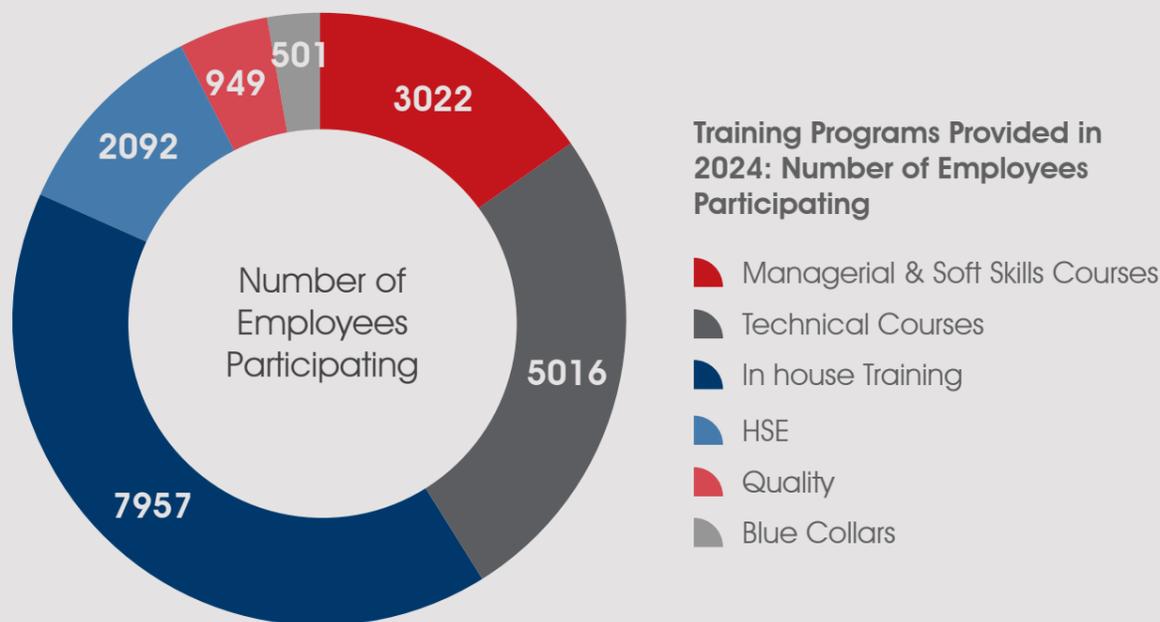
This encompassed a thorough induction on sustainability topics for the sustainability champions selected from 36 departments. These key employees are responsible for raising their department's capacity regarding sustainability and ESG knowledge.

## Ethical Workplace

PETROJET is committed to maintaining a fair, transparent, and ethical work environment. To address grievances with integrity and professionalism, the Company has implemented a formal complaint mechanism led by a specialized committee. This committee reviews and resolves employee complaints to handle every concern fairly and carefully.

PETROJET's non-discrimination policy is designed to maintain a bias and harassment-free workplace, fostering equality and respect for all employees. It protects against discrimination based on religion, gender, nationality, age, disability, or other legally protected traits, fully complying with Egyptian labor laws.

This policy applies to all employment types and strictly prohibits unequal wages, unfair promotions, and inequitable recruitment treatment. Employees are encouraged to report violations without fear of retaliation, and PETROJET addresses all complaints thoroughly. This commitment underscores the Company's dedication to creating an inclusive and equitable work environment.



## Health and Safety Priorities

Our employees' health and safety is one of our top priorities. Therefore, we have implemented a comprehensive health and safety management system that covers all PETROJET activities, providing broad coverage across various workplace settings. This system complies with Egyptian law and is also based on internationally recognized risk management standards, such as ISO 45001, ISO 14001, and ISO 22000. The system ensures a structured and standard-driven approach to managing health and safety.

Our system identifies and mitigates various hazards and risks, including those that have contributed to high-consequence injuries, such as driving, line of fire hazards, and mechanical lifting. It also addresses the health risks posed by welding and hot work hazards, as well as radiation hazards, which have been linked to work-related illness.

PETROJET also ensures a safe and healthy work environment by enforcing strict smoking and driving policies. Smoking is only allowed in designated areas, with strict prohibitions in hazardous zones and shared spaces, while awareness campaigns support compliance across all locations. In addition, the driving policy prioritizes safety by requiring qualified drivers and seat belt use and prohibiting mobile phone use while driving. Employees must also comply with journey management plans, and any violations of these policies may result in disciplinary actions. These policies are designed to safeguard employee well-being and create a secure work environment.

	2022	2023	2024
<b>Number and/or rate of fatalities due to work-related injury</b>	0 for PETROJET, 0 for contractors	0 for PETROJET, 1 for contractors	2 for PETROJET, 1 for contractors
<b>Number of high-consequence work-related injuries, excluding fatalities</b>	50 for PETROJET 9 for contractor	62 for PETROJET 7 for contractors	45 for PETROJET, 1 for contractors
<b>Number of recordable work-related injuries</b>	137 for PETROJET 42 for contractor	148 for PETROJET 22 for contractor	112 for PETROJET 4 for contractor
<b>Number of fatalities due to work-related ill health</b>	0	0	0
<b>Number of cases of recordable work-related ill health</b>	0	0	0
<b>Main types of work-related injury</b>	<ul style="list-style-type: none"> <li>• First aid cases</li> <li>• Medical treatment</li> <li>• Restricted Work</li> <li>• Lost Time injury (Days away from work case)</li> <li>• Fatality</li> </ul>		

## Health and Safety Training

As part of fostering a safe and secure work environment, the organization provides employees with occupational health and safety training programs. These programs address both generic topics and specific work-related hazards, including general construction safety, life-saving rules, mechanical and electrical safety, and permit-to-work (PTW) procedures.

HSE Training			
HSE External Training hrs.	HSE Internal Training hrs.	HSE Onsite Training hrs.	Total HSE Training hrs.
51,714	470,828	755,957	1,278,499



In 2024, PETROJET collaborated with **Baheya** to raise awareness on breast cancer, how to detect it and possibilities for treatment. This is one way to ensure the well-being of all PETROJET employees.

# Our Community

Every achievement at PETROJET begins with our employees—who are essential for building a sustainable future. Our dedicated team of 44,956 qualified professionals and workers continuously strengthens our market positioning and delivers value while pursuing ambitious, sustainable goals.

As we intentionally attract diversified talent, our full-time employees, composed of 31,832 and representing 70.79% of the total workforce, represent different age groups and provide different skill sets that contribute to achieving the PETROJET mission.

## Dedication and Responsibility

PETROJET always aspires to serve the communities in which it operates. We consider CSR an expression of the idea that businesses have a more significant duty to society than only providing jobs and making profits. CSR asks business leaders to consider the environmental and social impacts of their decisions to reduce harm when possible.

As part of this aspiration, we established a community responsibility policy (CRP) in 2018 that applies to our CSR department and all PETROJET employees and management. The policy stipulates that all employees and management contribute to building PETROJET's reliability and maintain strong ties with external stakeholders, including the community. This policy follows international standards of the principles of community responsibility.

We achieved a milestone with our ISO 26000 Certification, issued in 218 for implementing CSR concepts and controls as part of our dedication to social responsibility.

## Areas of Impact

PETROJET selects its areas of impact in the community in coordination with the Egyptian General Petroleum Corporation (EGPC), contributing an annual rate of at least 1% of its net profit .

In previous years, PETROJET has invested in various areas: health, education, housing, social welfare, and youth empowerment. This year, PETROJET has spent EGP 30 Mn on community development through many initiatives. The following table presents some of these initiatives, segregated by area of impact.

Pillar	SDGs	Activity	Year of Implementation
Health	 	Donated to develop the neonatal intensive care unit at Abu Al-Rish University Hospital for Children	2024
Health		Conducted blood donation campaigns in all branches of PETROJET	2021–2024
Health		Contributed to the Supreme Medical Council for the petroleum sector	2021–2024
Health	 	Constructed a building for critical and emergency cases at Al-Imam Hospital in Assiut	2023
Health		Donated crash carts to Al-Haram Hospital	2022
Health		Donated to Children's Cancer Hospital 57357	2021
Health		Donated and distributed medicines in collaboration with Kollena Daleel El-Kheir	2021
Health	 	Donated for the excavation work for the construction of Ahl-Misir Hospital	2017
Social Welfare		Donated to equip 500 newlyweds with household supplies	2024
Social welfare		Offered sacrifice instruments to PETROJET employees through the Misr El Kheir and Hayah Karima Foundations	2018–2024

Pillar	SDGs	Activity	Year of Implementation
Education		Donated to prepare 300 school bags	2024
Housing		Donated to flood victims in Aswan	2021
Housing		Donated to the Orman Association to raise the efficiency of Khor Village in Aswan	2021
Housing		Rebuilt 10 ceilings for houses at Karnak Village in Luxor	2017
Youth Empowerment	 	Contributed to the World Youth Forum's fourth session in Sharm El Sheikh	2021

## Our Clients

Client satisfaction is integral to PETROJET's commitment to quality and excellence. We recognize that strong client relationships drive our growth and prioritize understanding and meeting client expectations. Through structured feedback processes and targeted improvements, we maintain high standards and foster long-term partnerships that reinforce our dedication to quality results and sustainable growth.

### Client Satisfaction Assessment Process

Our client satisfaction assessment follows a structured approach that aligns with ISO 9001:2015 standards for continuous feedback and accountability. This process is designed to provide comprehensive insights into clients' perceptions and highlight areas for improvement.

- Ongoing Feedback Collection:**  
 Client satisfaction surveys are conducted with clients contributing to the Company's annual turnover in terms of both local and regional operations. These surveys are coordinated between the head office and branch account managers and are typically completed with designated forms during or after project execution.
- Engagement with Key Client Personnel:**  
 We maintain clear communication with key client personnel who are responsible for project evaluation, ensuring that valuable feedback is collected consistently.
- Accessible Feedback Channels:**  
 To facilitate feedback, multiple communication channels are offered, including in-person meetings, fax, mail, and email. Clients can provide input in the manner that is most convenient to them.
- Annual Analysis and Management Review:**  
 At the end of each year, the relevant head office sector or area account manager analyzes the client satisfaction data for each sector or region. The survey results are then presented at regular top management meetings and feedback is shared with the appropriate departments or branches for action based on the findings.
- Follow-up Actions and Reporting to CEO:**  
 If any client feedback is rated as "good" or below on key criteria, a follow-up assessment is discussed in a management review meeting and another survey may be conducted within six months, if necessary. A consolidated report summarizing the annual client satisfaction analysis and strategic recommendations, as well as crucial insights and proposed actions, is presented to the CEO to align the organization's shared priorities and objectives with the client.

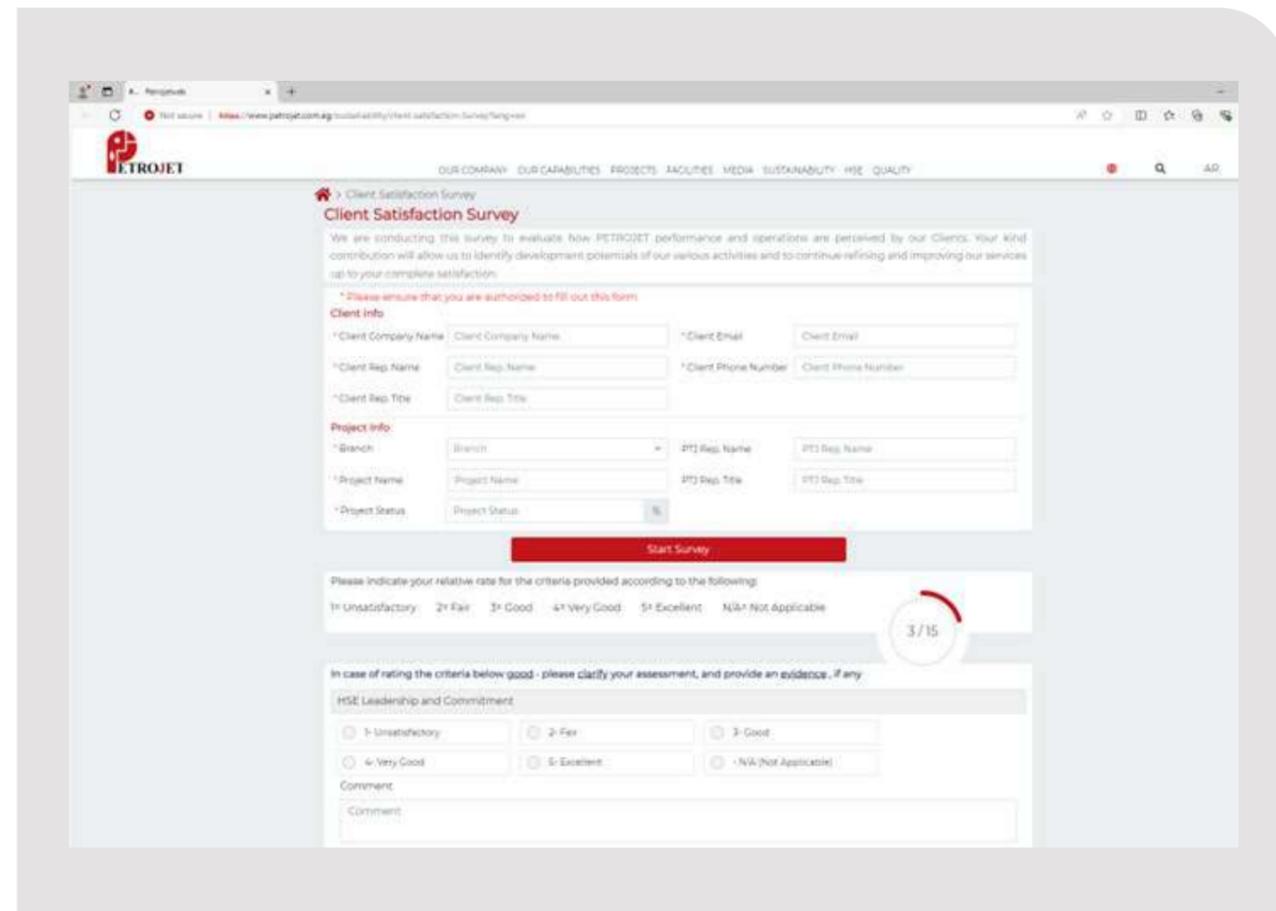
By following this systematic process, PETROJET consistently improves client experiences, strengthens trust, and fosters sustainable business development, promoting long-term client loyalty and mutual growth.

Based on the feedback gathered, the average client satisfaction survey for domestic branches, which cover 75% of our clients, reveals a satisfaction rate of 91%. The survey for regional branches, covering 67% of our clients, demonstrates an average satisfaction rate of 92%. These results reflect our ongoing efforts to meet and exceed client expectations.

### Digitalizing the Client Satisfaction Survey Process

PETROJET has launched a digitalized portal to streamline the collection of client satisfaction surveys, replacing paper-based methods and enhancing transparency in evaluating customer satisfaction across its diverse portfolio of domestic and regional projects. This innovative platform strengthens quality assurance by enabling real-time data collection, periodic result analysis, and swift identification of areas for improvement. Survey insights are systematically reported to management, empowering agile responses to challenges and fostering continuous operational excellence. By transitioning to a paperless system, this initiative not only enhances stakeholder engagement but also aligns with PETROJET's sustainability goals, reducing environmental impact while driving accountability and client-centric growth.

#### Portal Front-End (for Customer)

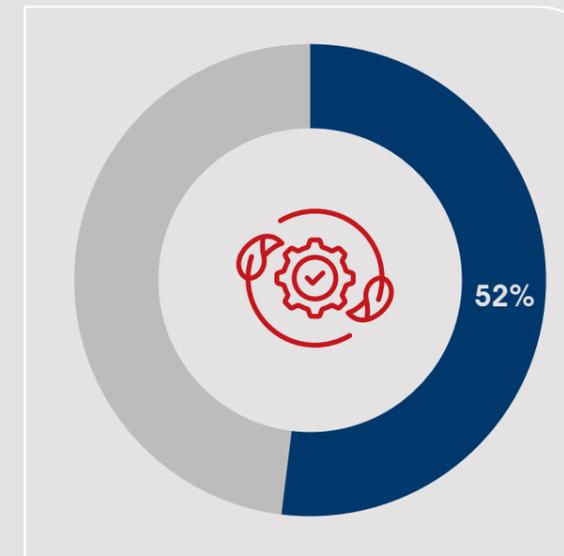


### Being a Responsible Partner for Clients

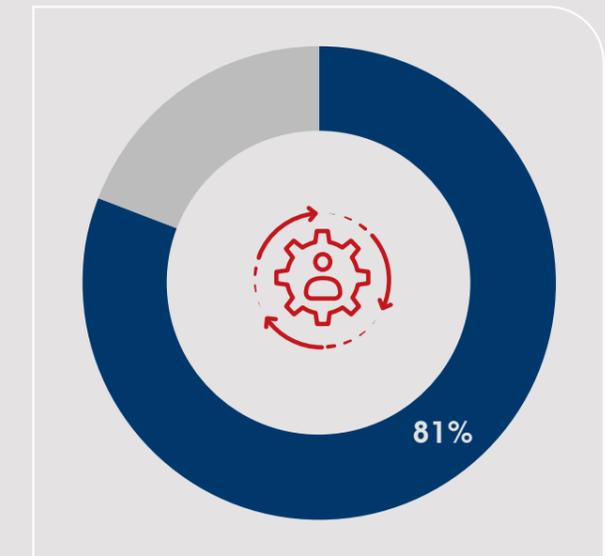
To demonstrate our dedication to being a responsible company and promoting a sustainable circular economy, PETROJET has been rated by Achilles Sustainability Analysis as a certified vendor for one of its clients. The Company scored 69% of the total environment, social, governance, and financial points, exceeding the average score of 56%.



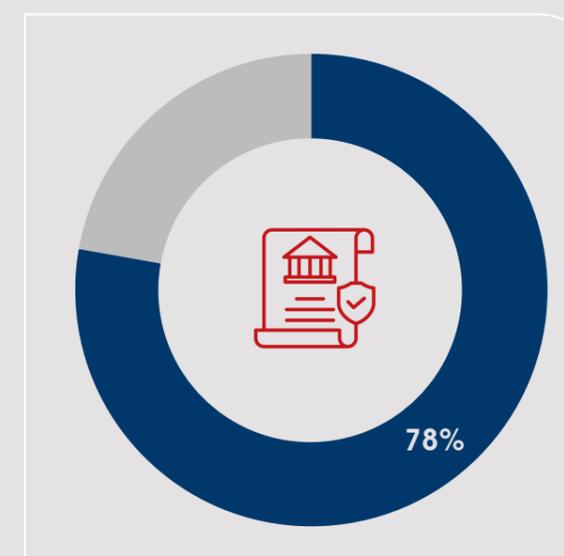
#### Environmental Score



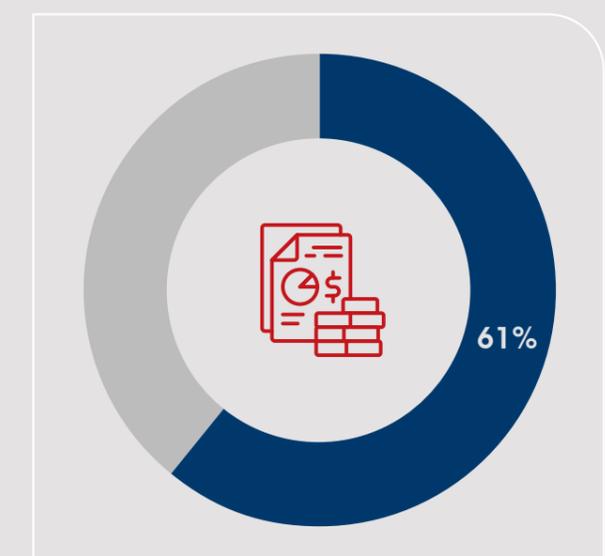
#### Social Score



#### Governance Score



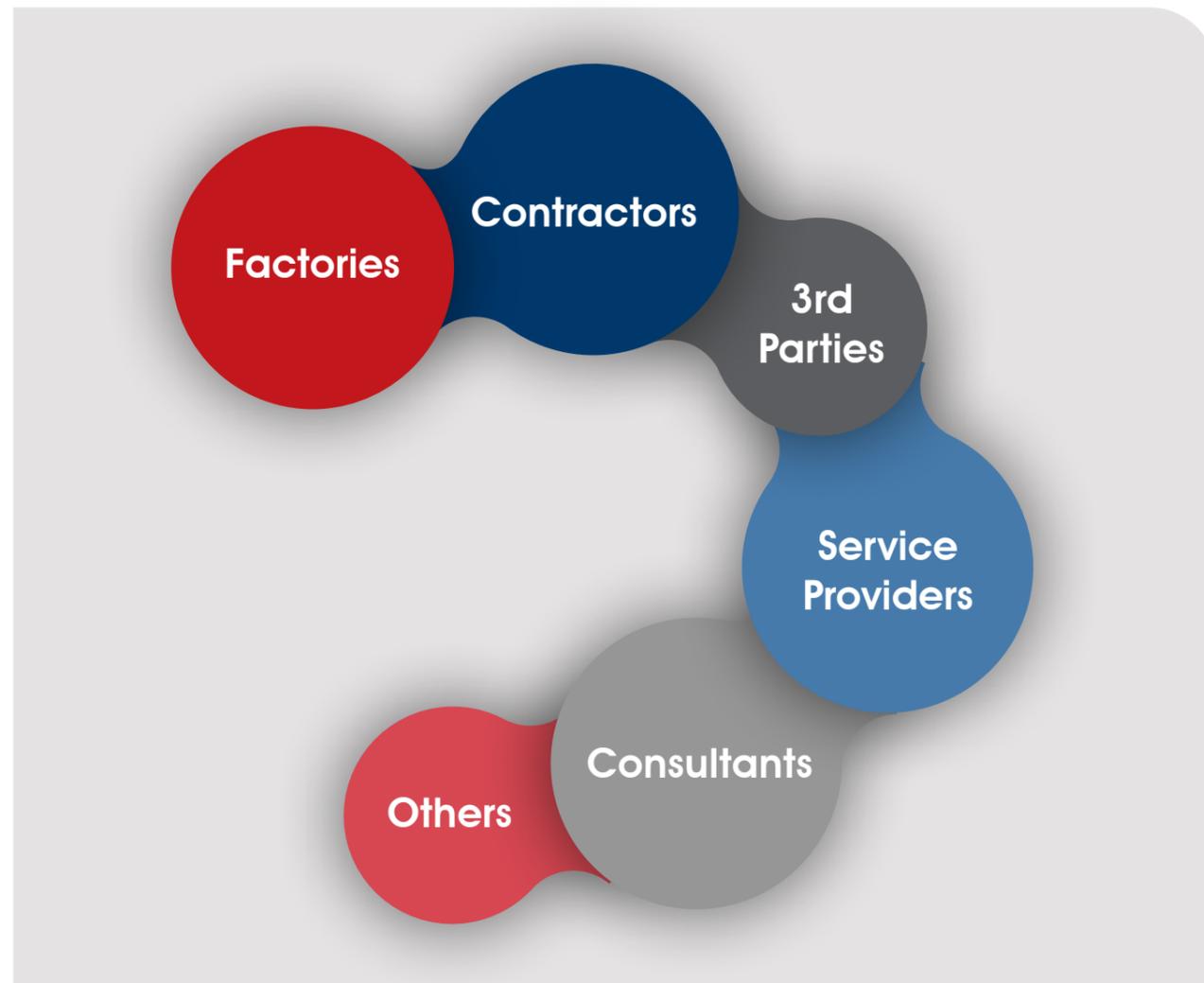
#### Financial Score



# Our Suppliers

At PETROJET, we acknowledge the importance of maintaining a good record and relationships with our suppliers, especially as our industry is equipment intensive. We also recognize that to affect the economy, society, and the environment positively, we must engage the whole supply chain and participate in a circular economy.

We depend on various suppliers and vendors to complete our work to the highest quality. Our suppliers include:



Our relationships with our suppliers are governed by the Code of Conduct and the Foreign Purchasing Policy. The Code of Conduct regulates issues related to conflicts of interest, discrimination, and bribery.

We conduct rigorous due diligence on our suppliers, including all legal aspects, anti-corruption and bribery, environmental aspects, health and safety, and child labor.

This ensures that our suppliers also abide by the highest standards. We also regularly communicate our Code of Conduct and other relevant policies to suppliers. Non-conformity with our due diligence processes may result in the termination of their contracts with PETROJET.



PETROJET has more than

**17,000** suppliers and vendors in its register and has actively procured

**7,400** suppliers over the past five years. As many of its projects are on international grounds, PETROJET's procurement budget is distributed in a ratio of

**30:70** among local and foreign suppliers, respectively.

# 6.

## Showcasing Sustainability in Action: PETROJET's NEOM Project

6.

# Showcasing Sustainability in Action: PETROJET's NEOM Project



NEOM, a futuristic region in the northwest Kingdom of Saudi Arabia, is being created along the Red Sea and the Gulf of Aqaba, at the intersection of Asia, Europe, and Africa, and along one of the world's busiest economic arteries. Covering 26,500 square kilometers, it is a key part of Saudi Arabia's Vision 2030. NEOM is intended as a global hub for innovation, sustainability, and economic diversification.

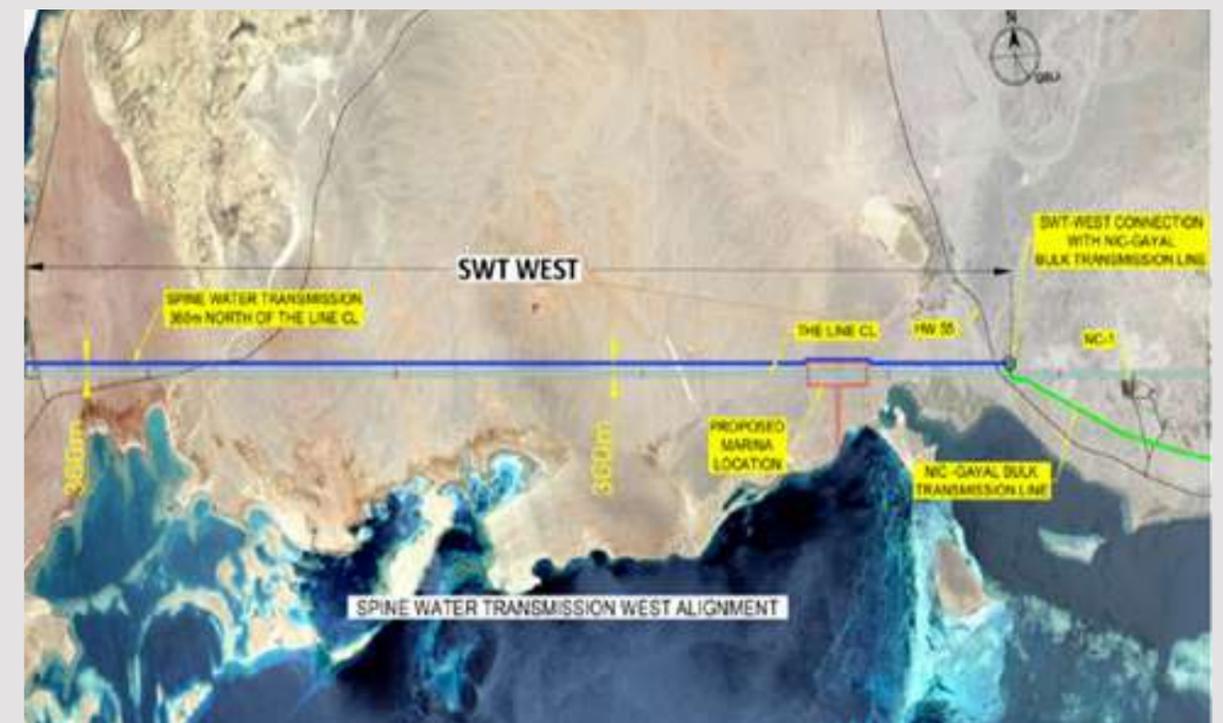
Launched in 2017 by Crown Prince Mohammed bin Salman, the project seeks to reduce the Kingdom's reliance on oil by promoting sectors such as renewable energy, biotechnology, advanced manufacturing, and tourism.



NEOM will be powered entirely by renewable energy sources, such as solar, wind, and hydrogen, with projects like The Line, a 170-km linear city powered by the most advanced technologies, including artificial intelligence, autonomous transportation systems, smart homes, and clean energy, designed to offer a high standard of living and efficiency, and Oxagon, the world's largest floating industrial complex, which will focus on sustainable and innovative industrial practices.

These developments emphasize sustainability, technological innovation, and livability. NEOM is designed to attract talent, industries, and investments to address global challenges such as urbanization, climate change, and mobility. With 70% of the global population within an eight-hour flight of the area, NEOM is positioned to become a major global destination and a model for future cities.

PETROJET's scope of work covers the design and construction of the Spine Water Transmission (WEST) within a concrete box culvert running along the length of the NEOM Spine. This culvert will also serve as a utility corridor for the water transmission line and information and communication technology (ICT) infrastructure. The project will streamline the infrastructure for these essential services, supporting NEOM's overall development.



## Strategic Alignment with PETROJET's Vision

The project's objectives are closely aligned with PETROJET's overarching goals of infrastructure development and market expansion. These infrastructure growth objectives support large-scale projects and increase the Company's presence in both regional and global markets. In addition, this approach integrates future sustainability standards, supporting PETROJET's market efficiency and strengthening its position as a key player in the global development landscape. Through this alignment, PETROJET can drive growth while maintaining a competitive edge in new and emerging markets.

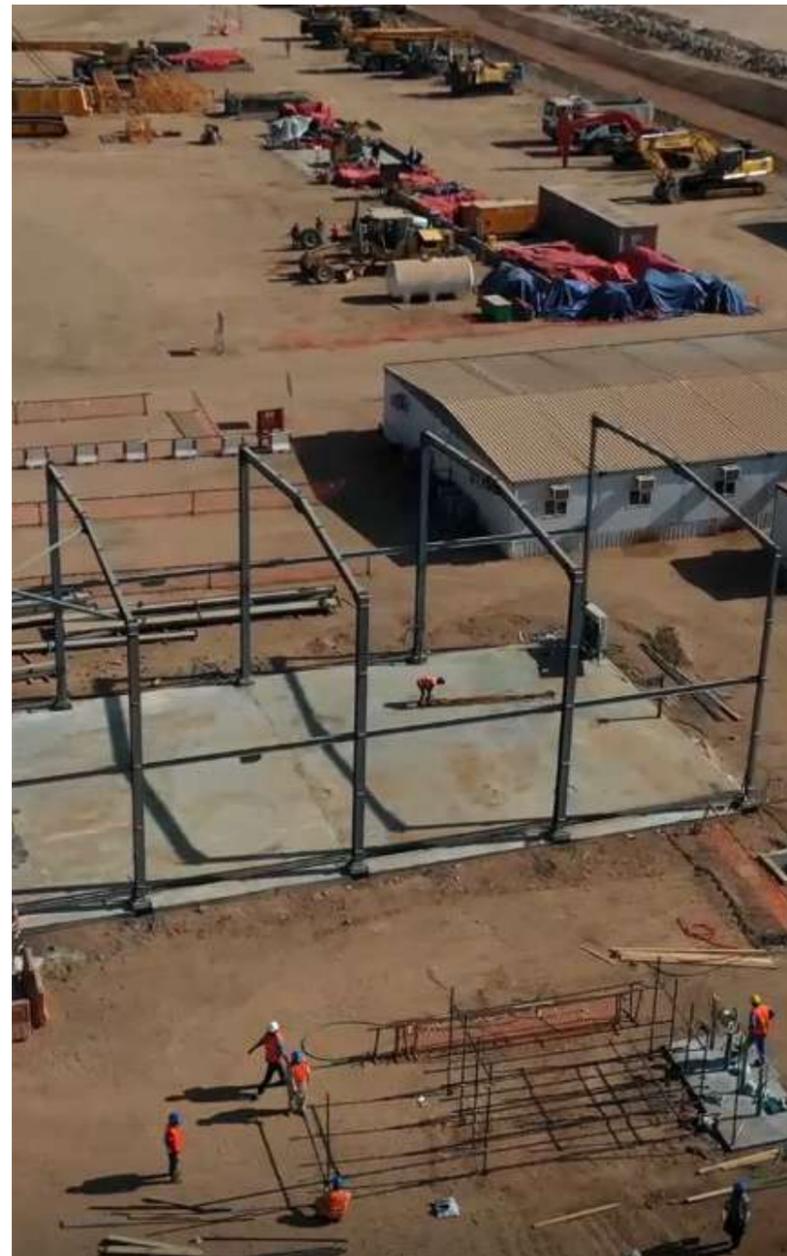


## Environmental Sustainability Measures for PETROJET

PETROJET is dedicated to achieving environmental sustainability by ensuring that all plants, machinery, and vehicles (PMVs) meet stringent environmental standards and contribute to carbon emissions reduction. All PMVs will, at a minimum, adhere to EURO 5 emissions standards, with a goal of fully implementing EURO 6 standards. In addition, all PMVs will be equipped with emissions reduction devices, such as catalytic converters and particulate filters, and will be maintained under regular service contracts to ensure optimal performance and minimize their environmental impact. Connected machine systems will foster efficient tracking and condition monitoring to ensure access to service points for rapid responses.

In construction operations, PETROJET will prioritize carbon reduction through the use of renewable energy for support functions, such as site offices and camps, while adopting energy- and water-conserving measures. Waste materials will be segregated for reuse or recycling, and surplus sand and rock material will be repurposed for future activities such as concrete production and road construction. Furthermore, existing site vegetation will be carefully transferred and replanted in dedicated on-site nurseries to preserve natural ecosystems.

The total budget allocated for this project is SAR 2,143,125,579.15, ensuring the necessary resources for successful execution. Additionally, the project workforce consists of 103 workers, of which 19.4% are local workers, reinforcing PETROJET's dedication to local employment and sustainable economic growth. Additionally, the project involves 323 suppliers, of which 35% are local suppliers. Moreover, 20% of the total procurement budget is dedicated to local suppliers, further fostering the region's economic development.



# 7.

## Appendices

- Acronyms and Abbreviations
- External Assurance Statement
- GRI Index

# 7. Appendices

## Acronyms and Abbreviations

Pillar	SDGs
<b>API</b>	American Petroleum Institute
<b>ASME</b>	American Society of Mechanical Engineers
<b>CEO</b>	Chief Executive Officer
<b>CRP</b>	Community Responsibility Policy
<b>CSR</b>	Corporate Social Responsibility
<b>EGPC</b>	Egyptian General Petroleum Corporation
<b>EMS</b>	Environmental Management System
<b>ENPPI</b>	Engineering for the Petroleum and Process Industries
<b>EPC</b>	Engineering, Procurement, and Construction
<b>ESG</b>	Environmental, Social, and Governance
<b>ESRS</b>	European Sustainability Reporting Standards
<b>FTE</b>	Full-time Equivalent
<b>GAFI</b>	General Authority for Investment & Free Zones
<b>GHG</b>	Greenhouse gas
<b>GRI</b>	Global Reporting Initiative
<b>HQ</b>	Headquarters
<b>HR</b>	Human Resources
<b>HSE</b>	Health, Safety and Environment

Pillar	SDGs
<b>HSSE</b>	Health, Safety, Security and Environment
<b>HSSF</b>	Workers Social Services and Buildings Fund
<b>ICT</b>	Information and Communication Technology
<b>IDP</b>	Integrated Development Plan
<b>IFRS</b>	International Financial Reporting Standards
<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>ISO</b>	International Standardization Organization
<b>IT</b>	Information Technology
<b>KPIs</b>	Key Performance Indicators
<b>mtCO<sub>2</sub>e</b>	Metric tons Carbon Dioxide Equivalent
<b>PMVs</b>	Plant, Machinery, and Vehicles
<b>PTW</b>	Permit to Work
<b>QA</b>	Quality Assurance
<b>QC</b>	Quality Control
<b>QMS</b>	Quality Management System
<b>SAP ERP</b>	SAP Enterprise Resource Planning
<b>SDGs</b>	Sustainable Development Goals

# External Assurance Statement



## Limited Assurance Statement

### To the Board of Directors

#### PETROJET,

DCarbon Egypt is a sustainability and environmental consultancy firm registered under Egyptian law no. 159 for the year 1981 and its executive regulation. DCarbon is certified by the Global Reporting Initiative (GRI) as a global training partner and a GRI Gold Community member. Our main focus is to assist public and private organizations in understanding and addressing their economic, environmental, and social impact.

PETROJET Board of Directors engaged DCarbon Egypt to perform an Independent Limited Assurance review of its 2024 Sustainability Reporting process ('the Report').

### Scope, Boundary, and Limitations

The scope of assurance has included data and information for operations in Egypt from 01 January 2023 to 31 December 2024, in accordance with the Global Reporting Initiative's (GRI) Standards for 2021.

The report's boundary comprises data and information captured across its operational and business functions and sites. The boundary includes the Company's Head Office support functions, Corporate Governance, and stakeholders' engagements as part of this assurance and as indicated in the report.

### Assurance scope excludes:

- Data and information in the Report outside this reporting period indicating historical data to establish context for the reporting period disclosures or looking-forward statements by **PETROJET**.
- Verification statements indicating testimonials, opinions, success stories, and/or aspirations.
- Verification of claims (limited to data and information presented)

### Assurance procedures

The assurance was conducted by **DCarbon's multidisciplinary independent team of experts** in auditing economic, social, and environmental information and abiding by our values of integrity, confidentiality, professional competence, objectivity, and due attention.

For ESG framework alignment, data mining, and data verifications, Ms Marie Hanna, Sustainability Manager; Ms. Tayseer Salah, DCarbon's Senior Sustainability Analyst; Mr. Mazen Diaa, DCarbon's Sustainability Associate; and Ms. Mariam Beshara, DCarbon's Sustainability Associate, supported the assurance process and Ms. Mennatullah Mamdouh for the design.

The nature, timing, and extent of the procedures followed were based on engagement with relevant departments and senior management at the Company and the Sustainability Technical Committee, delegated by the Board of Directors.

The Company's management was responsible for identifying material sustainability issues, establishing and maintaining appropriate internal performance management, and developing the relevant systems for the reported data.

### Assurance activities included procedures to obtain evidence about the reliability of the disclosures:

- Review the evidence of internal policies, procedures, and strategy documents provided by the Company.
- Review of materiality and stakeholders' engagement framework deployed at Petrojet.
- Assessment of the systems used for data collection and reporting on the standard, including data collection through surveys and/or writing prompts, where applicable or available.
- Evaluation of the processing and monitoring of data collection for disclosures.
- Assessment that the report has been prepared in accordance with GRI Standards for 2021.
- Review the report to ensure that there is no misrepresentation of disclosures as per the scope of assurance and our findings.

### Limited Assurance

Limited Assurance was obtained for disclosures on stakeholder engagement, materiality assessment, and governance.

We advise stakeholders to review the annual report for assurance of financial performance and other standards of practice.

### Responsibilities of the Management

Management was responsible for preparing and fairly presenting the selected information included in this report in accordance with the GRI Standards. It was responsible for asserting that the internal controls enabled the preparation of information free from material misstatement. Through our prolonged engagement with PETROJET, we have observed that the leadership and management that governed the release of this report have actively proven their periodical oversight of the process, as well as the departmental focal persons involved in the process.

### Conclusion

Our opinion has been formed based on the outcome of the activities performed outlined. Considering the risk of material error, we believe that the evidence we have obtained is sufficient and appropriate to provide the basis of our conclusion.

We have reviewed PETROJET's 2024 Sustainability Report. Based on the activities performed and evidence received, the Sustainability Report has been compiled, in all material respects, in accordance with the GRI Standards 2021.

DR. *Abdelkhalik*  
Chairman & CEO



2025



2025



# GRI Index

<b>Statement of use</b>	The United Bank has reported the information cited in this GRI content index for the period January 1st 2024 till December 31st 2024 in accordance to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
GRI 2: General Disclosures 2021	2-1 Organizational details	P.4				Not Applicable
	2-2 Entities included in the organization's sustainability reporting	P.4				
	2-3 Reporting period, frequency and contact point	P.4				
	2-4 Restatements of information	None				
	2-5 External assurance	P.114				
	2-6 Activities, value chain and other business relationships	P.12				
	2-7 Employees	P.84				
	2-8 Workers who are not employees	P.86				
	2-9 Governance structure and composition	P.28				
	2-10 Nomination and selection of the highest governance body	P.34				
	2-11 Chair of the highest governance body	P.32				
	2-12 Role of the highest governance body in overseeing the management of impacts	P. 37				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	P.38-39				Not Applicable
	2-14 Role of the highest governance body in sustainability reporting	P.37				
	2-15 Conflicts of interest	P.43				
	2-16 Communication of critical concerns	P.43				
	2-17 Collective knowledge of the highest governance body	P.32-35				
	2-18 Evaluation of the performance of the highest governance body			Confidentiality constraints		
	2-19 Remuneration policies			Confidentiality constraints		
	2-20 Process to determine remuneration			Confidentiality constraints		
	2-21 Annual total compensation ratio			Confidentiality constraints		
	2-22 Statement on sustainable development strategy	P.7				
	2-23 Policy commitments	P.40-44				
	2-24 Embedding policy commitments	P.40-44				
	2-25 Processes to remediate negative impacts	P.45-47				
	2-26 Mechanisms for seeking advice and raising concerns	P.43				
2-27 Compliance with laws and regulations	P.47-48					
2-28 Membership associations	P.12					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	P.54-57				Not Applicable
	2-30 Collective bargaining agreements	P.62				
<b>Material topics</b>						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	P.58				A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3-2 List of material topics	P.59-61				
<b>Economic performance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	P.22				
	201-2 Financial implications and other risks and opportunities due to climate change			Information incomplete/unavailable		
	201-3 Defined benefit plan obligations and other retirement plans	P.89				
	201-4 Financial assistance received from government			Legal Prohibitions		
	201-3 Defined benefit plan obligations and other retirement plans	P.89				
	201-4 Financial assistance received from government			Legal Prohibitions		
<b>Market presence</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage			Information incomplete/unavailable		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community			Information incomplete/unavailable		
<b>Indirect economic impacts</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	P.16-17				
	203-2 Significant indirect economic impacts	P.16-17, P.96				
<b>Procurement practices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.103				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	P.103				
<b>Anti-corruption</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption			Information incomplete/unavailable		
	205-2 Communication and training about anti-corruption policies and procedures	P.42				
	205-3 Confirmed incidents of corruption and actions taken			Confidentiality constraints		
<b>Anti-competitive behavior</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			Confidentiality constraints		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
<b>Energy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.68-77				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	P.77				
	302-2 Energy consumption outside of the organization	P.77				
	302-3 Energy intensity	P.77				
	302-4 Reduction of energy consumption	P.70				
	302-5 Reductions in energy requirements of products and services			Information incomplete/unavailable		
<b>Water and effluents</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.80				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	P.80				
	303-2 Management of water discharge-related impacts	P.80				
	303-3 Water withdrawal			Information incomplete/unavailable		
	303-4 Water discharge			Information incomplete/unavailable		
	303-5 Water consumption	P.80				
<b>Emissions</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.72-78				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P.77				
	305-2 Energy indirect (Scope 2) GHG emissions	P.77				
	305-3 Other indirect (Scope 3) GHG emissions	P.77				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
GRI 305: Emissions 2016	305-4 GHG emissions intensity	P.77				
	305-5 Reduction of GHG emissions			Information incomplete/unavailable		
	305-6 Emissions of ozone-depleting substances (ODS)			Information incomplete/unavailable		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Information incomplete/unavailable		
<b>Waste</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.78-79				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	P.78-79				
	306-2 Management of significant waste-related impacts	P.78-79				
	306-3 Waste generated	P.78-79				
	306-4 Waste diverted from disposal			Information incomplete/unavailable		
	306-5 Waste directed to disposal			Information incomplete/unavailable		
<b>Supplier environmental assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria			Information incomplete/unavailable		
	308-2 Negative environmental impacts in the supply chain and actions taken			Information incomplete/unavailable		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
<b>Employment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 401: Em- ployment 2016	401-1 New employee hires and employee turnover	P.86-87				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	P.89				
	401-3 Parental leave	P.90				
<b>Labor/management relations</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes			Information incomplete/unavailable		
<b>Occupational health and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.97-98				
GRI 403: Occu- pational Health and Safety 2018	403-1 Occupational health and safety management system	P.94				
	403-2 Hazard identification, risk assessment, and incident investigation	P.94				
	403-3 Occupational health services	P.94				
	403-4 Worker participation, consultation, and communication on occupational health and safety	P.94				
	403-5 Worker training on occupational health and safety	P.94-95				
	403-6 Promotion of worker health	P.95				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
GRI 403: Occu- pational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P.94				
	403-8 Workers covered by an occupational health and safety management system	P.94				
	403-9 Work-related injuries	P.94				
	403-10 Work-related ill health	P.94				
<b>Training and education</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.90-93				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	P.93				
	404-2 Programs for upgrading employee skills and transition assistance programs	P.90-92				
	404-3 Percentage of employees receiving regular performance and career development reviews	P.90				
<b>Diversity and equal opportunity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.41, P. 84				
GRI 405: Diversity and Equal Op- portunity 2016	405-1 Diversity of governance bodies and employees	P.84				
	405-2 Ratio of basic salary and remuneration of women to men			Information incomplete/unavailable		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
<b>Non-discrimination</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 42				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken			Information incomplete/unavailable		
<b>Freedom of association and collective bargaining</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 42				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Information incomplete/unavailable		
<b>Child labor</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 42				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor			Information incomplete/unavailable		
<b>Forced or compulsory labor</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 42				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			Information incomplete/unavailable		
<b>Security practices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures			Information incomplete/unavailable		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LO- CA- TION	OMISSION			GRI SECTOR STAN- DARD REF. NO.
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
<b>Rights of indigenous peoples</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			Information incomplete/unavailable		
<b>Local communities</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.96-98				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessment, and development programs	P.96-98				
	413-2 Operations with significant actual and potential negative impacts on local communities			Information incomplete/unavailable		
<b>Supplier social assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria			Information incomplete/unavailable		
	414-2 Negative social impacts in the supply chain and actions taken			Information incomplete/unavailable		
<b>Customer privacy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	P.49				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	P.25				



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