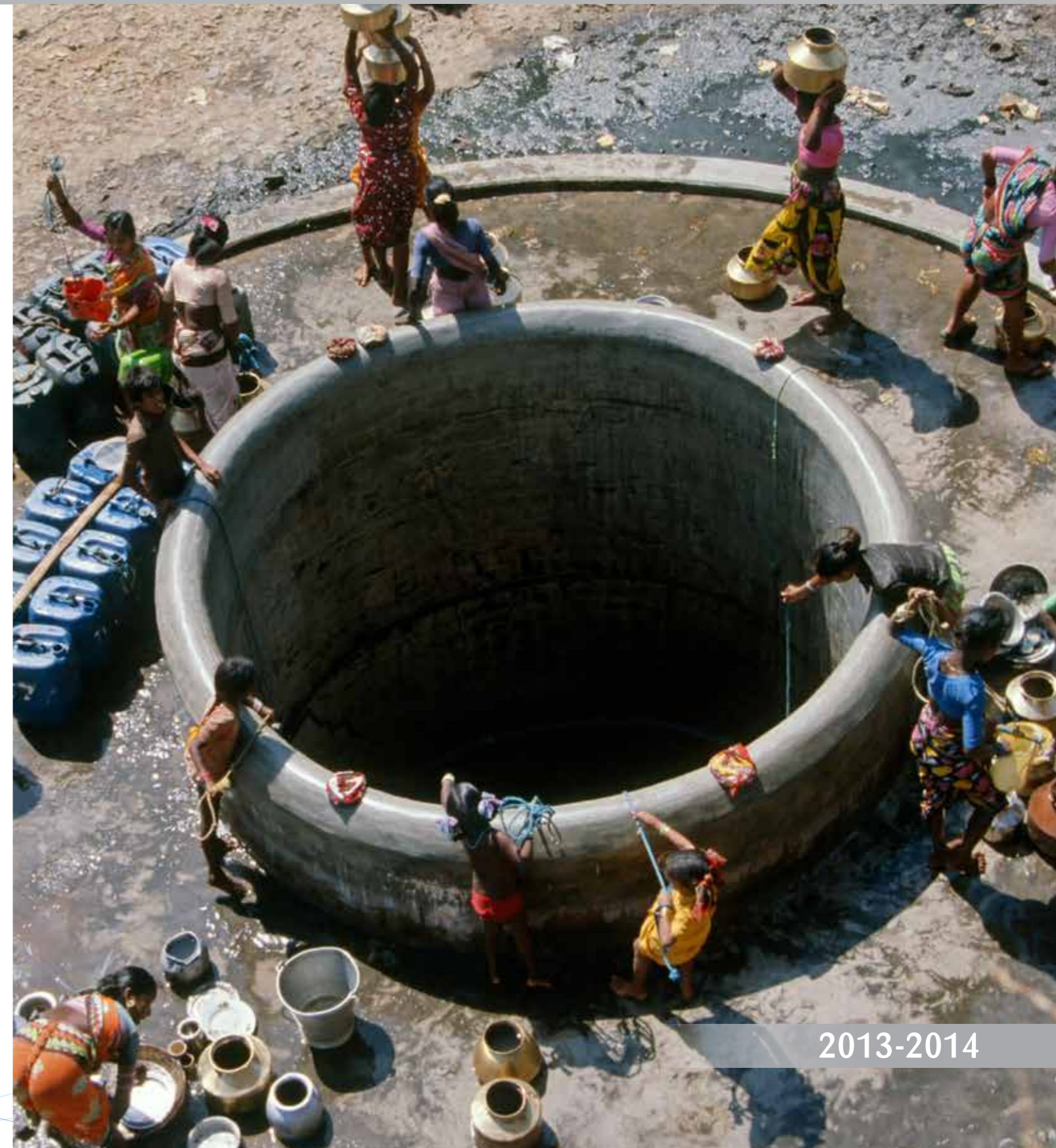


Sustainability Report

metito.com
Design and Build | Utilities | Chemicals
Intelligent Water Management



2013-2014

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Message From The CEO

“In an age when man has forgotten his origins and is blind even to his most essential needs for survival, water along with other resources has become the victim of his indifference.” Rachel Louise Carson, American marine biologist and conservationist, author of Silent Spring, a writing credited with advancing the global environmental movement.

This picture of a world which has neglected to conserve and nurture the very things it needs to survive, as painted by Rachel Carson’s poignant quote, is something Metito strives to avoid becoming reality. We recognize the importance of water and to safeguard it for future generations is at the heart of all we do. Not only this, but we commit to reaching out to the communities where we operate to inspire them to join our mission through knowledge sharing, using a multitude of platforms, and through effectively leading by example.

As countries strive to develop, there is an increase in populations and a disproportionate increase in their demand for food and other essentials. This results in heightened strain on our water supplies, especially in areas where naturally renewable resources are scarce. At that day and age this simply means water scarcity and accommodating growing demand is far more pressing an issue than ever before. To face this ongoing challenge, and to be able to make a true difference in this equation, companies in our industry must be vigilant in their growth strategies. Being a capital intensive business we must ensure that access to capital remains feasible and that we remain financially and technically prepared to grow beyond our existing markets.

2014, has proved itself remarkable as we partnered with Mitsubishi Corporation (MC), and Mitsubishi Heavy Industries (MHI), and Japan Bank for International Cooperation (JBIC). The partnership comprises a share purchase agreement with MC and MHI acquiring 38.4% of Metito shares, predominantly from its existing share-



holder Gulf Capital. JBIC is also subscribing as a preference shareholder providing Metito with additional funds of up to US\$92 million to fund growth opportunities.

This partnership clearly defines the next step in our progression as a company as it ups our abilities to deliver top class water solutions to the emerging markets and beyond. The synergies between Metito, MC and MHI made the partnership beneficial all around. Existing investors Gulf Capital, and IFC remain on board for the next chapter, but by welcoming new partners to the table we are on course to significantly expand our horizons for many years, opening up new avenues for organic and inorganic growth.

With growth seen as a way forward, rather than an end, and while we witness this expansion, our commitment to maintaining a sustainable business model is never compromised. We remain confident that without mass awareness and buy-in from all the relevant stakeholders; decision makers and end users alike, our efforts to preserve water will remain limited. We have therefore spared no efforts to evoke discussions and start dialogues on what we believe needs to be done now to save the day tomorrow. Metito’s Directors spoke of water scarcity, water recycling, and reclamation and reuse, at the International Desalination Association Conference in Tianjin - China, the International Water Summit (IWS) in Abu Dhabi, and the Global Water Intelligence (GWI) Conference in Paris, to name a few.

In addition to such high level engagements, Metito was also able to mark its presence in communicating with end users who represent a big portion of the problem, and the solution. We saw Metito proactively engage

with communities that are unable to help themselves, particularly in securing clean and safe water supply for the livelihood of their local communities. A basic human right that remains jeopardized.

In India, Metito partnered with Zulekha Healthcare Group on the ‘Safe Water for Schools’ initiative which will see us deliver clean water solutions to four schools in Nagpur, making a tangible impact on the physical and mental well being of promising young students and future leaders. The UN flagged the positive impact a clean water supply can have on learning abilities and the general wellbeing of school children; an objective Metito can effectively contribute to.

In Africa, this past year has seen us cementing our commitment to playing a role in developing the precious continent, through sponsoring a new well in Dakkar Province, Senegal. One thousand five hundred (1500) people will benefit from this well and will have access to clean water. This is the 13th well to be sponsored by Metito in Senegal, a country that is in deep need of such basic living requirements to sustain and stabilise.

On the subject of Africa; Egypt has been a particularly active market for us this year, with some new project wins and others, previously stopped projects, coming back to life. To our credit, the Suez thermal power plant win came after an international bid against some of the major water specialists in the market. Strategic projects as such can help meet the increased demand for power/energy resulting from a growing population and industries looking to operate at optimum capacity.

Significant developments have also taken place in other geographies such as winning the UAE’s ADNOC and Emaar recent projects and our successful endeavours into industrial wastewater concessions in China - a major growth market for Metito.

This success is a result of our sustainable expansion plan that is firmly on target, and supported by the improved global market conditions and the recent financial investments into Metito. The latter is practically a vote of confidence in the company’s management and its obvious potential. More importantly our success is the result of our people, to which our commitment remains true and intact as we expand. We will continue investing in local operations, hiring local talents and ensuring a free flow of support and knowledge-sharing between all 16 of our offices. The recent launch of Metito Thailand office is testament to this.

With all the right people working for us, a strong financial backbone and a sustainable business model, we are very well prepared to tackle the business challenges that lie ahead as we grow. Still, how we respond as a company and as individuals to the challenge of water scarcity will define us. Water is going to be even more precious to the world as development and growth intensifies and our demand for clean water increases in the coming years. Metito will be there to tackle this challenge head on, as a leading provider for water management solutions, and in more markets than ever before.

Finally, I am exceptionally proud of where we are today and look forward to working together with you towards this better tomorrow. One that can only be realized if we continue committing to our mission as a company and to our duty as individuals who are meant to live, preserve and appreciate life, and not to destroy it.

Sincerely,

Mutaz Ghandour
Chief Executive Officer

Group picture featuring the delegations from MC, MHI, and Metito at the official celebration ceremony in Kaito-Kaku - Tokyo, Japan.





Metito India At A Glance

India is the seventh-largest country by area, the second-most populous country in the world with over 1.2 billion people, and has the world's third-largest economy by nominal GDP. This is a jump from tenth to third place in just two years, setting the country as one of the world's fastest-growing economies.

With such growth comes the need for more sustainable solutions to accommodate the non proportional increase in the demand for water. India is therefore seen as an attractive market for the water and wastewater industry, and Metito is committed to playing an active role in accommodating such rising opportunities, as a leading provider for total, intelligent water management solutions.

The History

Metito Pollution Control India Pvt. Ltd (MPCIPL) in Mumbai was established in 1994 as a 100% owned subsidiary of Metito. In 2006, Metito expanded its presence in India by establishing its engineering office in Pune, 200km south-east of Mumbai.

MPCIPL office manages the chlorination business in



Metito Mumbai Team

India through a qualified team running the following functions; design, engineering, procurement, manufacturing, supply, installation, commissioning, training, O&M operations, banking, and customs and tax compliance activities. Through the years, and with 18 years of prosperous operation under its belt, the company has successfully installed more than 800 Chlorination plants in different cities across India.

MPCIPL has also undertaken complete O & M works for chlorination systems, including the supply of chlorine gas, for more than 15 different sites - all running simultaneously.

Today, Metito is one of the leading/supplier of choice for chlorination plants amongst regional consultants and EPC contractors.

The Outlook

India Mumbai Office is led by Deepak Desai-MPCIPL Director with support from the project team; Sekhar Reddy and Sandipan Ghosh. The International Business in Pune is led by Deepak Nyayadhish - General Manager with support from: Umesh Dixit-Engineering Manager, Sachin Kodollikar-International Sales Manager, Satish Chirlikar -Proposals Manager, Tarun Maniar-Process Design Manager, and Gopi Kulkarni-QA/QC.

Metito Centre of Engineering Excellence in Pune, is expanding its activities in an effort to provide end-to-end Business Process solutions to International Industrial Projects and to the Indonesia Business which include: Sales/Proposals, Project Management, Process'/Mechanical/E&I Design, Procurement, QAQC, and Commissioning. The operation will also support Metito's Global Sourcing.

Giving Back

Metito India supplied a Water Purification Plant in Shirwal Village which is located in the Satara district of Maharashtra State near Pune. This plant provides safe drinking water to over 30,000 people.

The village Mayor, as well as other local dignitaries joined Mutaz Ghandour, Metito CEO; Rami Ghandour, Metito Managing Director and Bassem Halabi, Metito Group Business Development Director, at the inauguration celebration which was conducted according to the local traditions and customs.



At the Inauguration of the Shirwal Village Water Purification Plant

Metito Pune Team



Our Commitment...

Our Mission

Metito commits to a sustainable environment through providing effective water management and treatment systems that can reconcile the ever growing demand for water and its dwindling natural resources.

Photo courtesy of Setyahadi, PT Metito Indonesia IT System Coordinator

Our Values

Customer Focus

Every employee is customer satisfaction driven. We commit to provide our clients with value-added products and services and to achieve high returns on investments for our shareholders; we further strive to exceed their expectations and keep them continuously informed through personable, honest and open communications.

People Focus

Our employees are our most valuable asset; we recognise their needs and professional aspirations and make every effort to provide them with relevant training and opportunities to empower them to achieve their goals, and in turn support our mission by their high quality performance and refined service.

The health and safety of our employees is also paramount to our organisation and we commit to continually improve their standards.

Quality

We commit to deliver quality services and products that are in line with our customers' needs, and to maintain World Class performance in all our business undertakings. This is founded on the highest standards of customer service, uncompromised ethics and environmental consciousness. Our quality systems ensure that we do this right the first time, every time.

Sustainability

Metito is a responsible corporate citizen that aims to implement sustainable practices throughout its businesses. Our commitment to sustain the environment is achieved fundamentally through being an integral player in an industry with a mission to meet the world's water demands and to preserve its resources. Stemming from our People Focus, we also aim to invest in and develop human elements to help provide a sustainable pool of talents to the communities we work with.

Leadership

We lead with integrity, refined expertise and creativity, both as individuals within an organisation and as an organisation operating in local and global markets. Our tried leadership approach demands leading by example and influencing others to do likewise and with this, accountability becomes a guaranteed bi-product.

Collaboration, Team Work & Passion

We believe in, and encourage teamwork, as it creates a sustainable flow of information and knowledge sharing that helps benchmark our work, enables us to better our performance and leverage our collective know-how and refined skills. Our passion and belief in what we do, complement this spirit and take us that extra mile that helps Metito stand out, further, from its competitors.

Leading By Example...



At Metito, we endorse Corporate Sustainability as part of the organisation core values and we align it with our strategic business plan. We further lead initiatives on the different fronts including environmental, community and operational and integrate them at all levels. Committing ourselves to this value and to stand accountable for it, we report on sustainability in an attempt to showcase our initiatives and progress within this framework to continue leading our industry by example - a Metito philosophy that has never been compromised.

A Case Study



Seawater Desalination Plant for Port Ghalib Resort - Egypt

Key Data

Location	Port Ghalib, Marsa Alam - Egypt
Plant Type	Reverse Osmosis Seawater Desalination
Capacity	18,000 m ³ /day in 3 Phases
Use	Municipal
Client	EMAK for Utilities & Services (Subsidiary of M. A. Kharafi Group)
Project Manager	Bechtel
End User	Port Ghalib Resort
Contract Type	Turnkey Design & Build, Including Civil Works

Scope of Work

The project comprises of the turnkey design and construction of the complete civil-electromechanical requirements of the plant, including:

- Beach well - intake pumps
- Raw water storage tanks
- Raw water disinfection system
- Polyelectrolyte injection for coagulation
- Automatic dual media pressure filters
- Dechlorination agent injection system
- Acid & antiscalant injection systems
- Micron cartridge filters for membrane protection
- Multistage Duplex SS high pressure pumps with energy recovery turbines
- Seawater membrane racks:
 - 2x500 m³/day plus 2x1000 m³/day for phase I
 - 3x1000 m³/day for phase II
- Lime injection systems for pH correction
- Hypochlorite injection systems for post-chlorination
- Membrane flushing and cleaning system
- Product water tanks
- Product water transfer pumps
- Electrical substation & transformers, HV & LV MCCs
- Distributed control system

Introduction

Port Ghalib is a new world class resort located along the southern Red Sea coast at Marsa Alam, Egypt. This integrated development spans 18km of pristine beachfront, with access to the Red Sea turquoise blue waters and world famous coral. The Resort is recognised as a model for environmental conservation, cultural preservation, design creativity, beauty and diversity of entertainment and leisure experiences.

Due to Port Ghalib's location, it was necessary to create an infrastructure to ensure sustainable supply of water, power and waste treatment needs for the area. Consequently, one of the major plant utility design and construction contracts for Port Ghalib was awarded to Metito.



Industry Recognition and Engagement

Industry Recognition

More than One Million Man Hours without LTI

Adding to Metito's long standing safety record, the company successfully achieved over one million man hours without 'Lost Time Incident' (LTI) on the rehabilitation - Phase-1 - at Musaffah , Abu Dhabi.

Marking three years of hard work on this project, Hyder Consulting Middle East Ltd. awarded Metito with a certificate of recognition, highlighting this important QHSE achievement.

This achievement paved the way to another major milestone for Metito; In June 2013 more than three million man-hours without LTI were completed across Metito's UAE operations.

PT Metito Indonesia Awarded IMS Certificate from BSI Group

PT Metito Indonesia received the much sought after certification, the BSI Integrated Management System Registration. This capped off two years of hard work upgrading the Quality Management System (QMS) to an Integrated Management System (IMS). This is a significant milestone for PT Metito, complementing the certifications previously achieved by its counterparts in Metito India, China, Egypt, Qatar and Sharjah.

Being awarded this certificate was a clear demonstration of the high standards achieved and maintained at PT Metito Indonesia. It is also testament to Metito's constant attention to safety and the embedded eco-friendly practices and technologies that the company integrates in its projects.

Key Benefits

- A comprehensive water management solution for the needs of the resort
- An efficient design that takes into consideration the stringent requirements laid down by the owner and the project manager
- An environmentally friendly plant that utilizes less energy, resulting in a lower carbon footprint and that has minimum effect on the surrounding marine life and coral formations
- A novel technology and reliable design that means trouble-free operation and minimum downtime
- Optimum execution with the project delivered in a timely manner which was a key factor to consider
- Optimum operations with the availability and presence of local support and customer service



Yuan Handayana, BSI President Director presented the IMS Certificate to Deepak Nyayadhish, PT Metito Indonesia President Director, in the presence of Fahmi Munsah, Synergy Solusi Director and Siegfried Panilagao, Metito Senior Executive QHSE Engineer.

Metito Recognised For Using IT Innovatively to Deliver Business Value

For the third year in a row, Metito was recognised at Computer News Middle East's (CNME) Annual Chief Information Officers (CIO) 50 Awards, for its innovative Information Technology (IT) management among other leading organisations. Metito was among illustrious companies, with fellow awardees that included: MBC Group, Nakheel, Abu Dhabi Health Authority, Masdar, Gulf Air, Mednet, Aluminium Bahrain, UOWD among many others.

Celebrating the innovation, intelligence and intuition shown over the past 12 months, the prestigious award was presented to Metito in recognition of the 'Unified IT and Data Governance' project. The project was launched in August 2013 to control the numerous business processes in several critical business areas e.g. timesheet, estimate at completion, sales, proposal, warehousing, finance and engineering processes. It uses standardised alerts, proactive system deterrent, internal control and automated audit processes to improve business efficiency across operational offices. As part of the project, the IT team created an online 'Purchase Order Approval Form' which gives multi-level budget, estimate at completion values vs actual cost comparison and decides the signing authority based on the predefined criteria. It also facilitates the review required at completion, triggering various cost saving measures for the concerned project engineers and managers.

Furthermore, a consolidated module was developed- 'Reference Project Lists' to pull and maintain project details in a standard format from two different ERP implementations as well as non-ERP information from



Arnab Debroy, Metito Information System Manager, receives CIO50 2014 Award

other regions which can be uploaded using the access controlled environment. There is a facility to print the lists' notification from the system as well.

Weekly alerts now go to every region on performed sales, timesheet, estimation and project cost variances indicating in different colours the different action points, so that the user can initiate necessary tasks in a timely manner.

This is an extremely innovative solution that aims to avoid errors through enabling alerts and reporting back to the Board of Directors on a monthly basis, thus controlling the process more tightly.

Industry Engagement

Throughout the past year, Metito has joined high profile industry events, covering many geographical locations and markets. These events provided platforms to discuss and debate water security and the need for sustainable water solutions, as well as fostering new business opportunities as part of Metito's strategic expansion into emerging markets.

Middle East and GCC

Financial Times/International Financial Corporation Investing in Climate Business Forum

A major issue, climate change is seen as transforming the global economy, and this was the focus of the Investing in Climate Business Forum in Istanbul, Turkey in November 2013. Organised by the Financial Times and the International Financial Corporation, the role of the private sector in tackling and adapting to climate change was at the centre of the event. The forum primarily focused on the opportunities for climate business related investment in emerging Europe and Central Asia, Middle East and North Africa (EMENA).

Rami Ghandour, Metito Managing Director, was invited by IFC to join this event as a panelist in the 'Water' session to share insights and lessons learned in the sector, helping investors to identify opportunities in green energy, clean technology and water, and in countries and sub-regions within EMENA.

Middle East Mergers and Acquisitions Forum 2013

In the UAE, MergerMarkets held the second edition of its Middle East 'M&A' Forum at the Ritz Carlton DIFC in Dubai. The forum discussed current political and local economic trends in the Middle East and the impacts they might have on the regional M&A activity.

During the forum, Metito contributed to a discussion around the ways by which firms can expand in the current business climate. A particular focus of the discussion was how family businesses look to facilitate expansion in emerging markets, particularly in Saudi Arabia, Turkey and North African markets.

Cindy Yao, Metito Utilities' Principal Investment Officer, spoke as part of the panel during the session titled

"Middle East M&A Growth". Cindy was joined by other industry experts including Marwan Shehadeh, Group Director Corporate Development - Al Futtaim Group, and Rohit Gokhale, Director Acquisitions & Project Finance - ACWA Power.

Water Electricity and Power Generation Forum 2013

In Saudi Arabia, Water Electricity and Power Generation Forum 2013 (WEPower) took place in Dammam. WEPower is one of the largest gatherings for the global water, electricity and power generation in the region focusing on Saudi Arabia - as a key market.

Metito was an exhibitor in this event, and through its participation it was able to showcase best business practices and meet with industry stakeholders.

Abu Dhabi International Petroleum Exhibition and Conference 2013

The Abu Dhabi International Petroleum Exhibition and Conference (ADIPEC) welcomed more than 60,000 attendees, this year.

The conference mainly focused on gas, this time around, reflecting its increasing share of the global energy mix and the consequent increase in its demand for sake of power generation.

Over the four days, leading experts from around the world discussed opportunities and challenges posed by the evolving energy landscape, as well as issues such as the growing demand for the empowerment of women in the oil and gas sector, and the need for the industry to encourage and inspire young people to take up careers in this sector.

Metito joined this event as an exhibitor, officially launching its 'Oilfield Solutions', part of the Chemicals' business offering.

Saudi Water and Power Forum 2013

The 9th Saudi Water and Power Forum (SWPF) was held under the patronage of the Saudi Arabian Ministry of Water & Electricity. The event focused on creating opportunities, developing knowledge and ensuring the sustainable growth of the water and power industries in the Kingdom.

With water becoming an increasingly scarce resource across Saudi Arabia, its management and planning are both becoming a need and not a luxury for the sustainable growth and future of the Kingdom. To tackle this, the event took a 'solutions based' format to provide answers to the current and expected challenges. In-depth discussions were held on the role of thermal and renewable energy as a combined power strategy; the viability for nuclear power in the KSA; and effective water and electricity demand supply management.

International Water Summit (IWS) 2014

The International Water Summit (IWS) is a global platform for promoting water sustainability in arid regions. The aim of the summit is to continue to foster innovation, best practice and collaboration to offer tangible solutions to the pressing issue of water scarcity in arid regions in the GCC and beyond.

Fady Juez, Metito Managing Director, contributed to the debate as a panelist in the 'Understanding the Challenge of Improving Water reuse and Performance' session, sharing Metito's perspective on the challenges and solutions available to improve water reuse in the region.

Africa

Water Africa 2013

In Ghana, the Water Africa 2013 trade show took place, dissecting a number of issues, namely; water supply coverage and sanitation, and the new project opportunities available in the country.

Hans Meulenbroek, Metito General Manager was a speaker at the event, delivering a presentation titled 'Challenge of Experience, Technology and Innovation to Success of PPP'. Hans was joined by Sulaiman Hallal, Metito Corporate Strategy Manager, and Umida Adylbekova, Metito Corporate Strategy Analyst.

International Water Association (IWA) Water Reuse Conference 2013

In Namibia, the 9th IWA International Conference on Water Reclamation took place. The event offered IWA members and delegates the opportunity to acknowledge and celebrate the technological innovations in water reuse in the African continent.

With the event being held in one of the most arid countries in sub-Saharan Africa, there was no better location to discuss the innovative ways by which Namibia secured sustainable growth in Windhoek. Dissecting water resource management, the water-energy nexus, science and technology in water reclamation, groundwater replenishment and recovery, and desalination among many other subjects.

Sulaiman Hallal, Metito Corporate Strategy Manager, was invited by the International Financial Corporation (IFC) to join the 'Water Reuse' workshop as a speaker.

Effluent and Water Management Conference 2013

In Nairobi - Kenya, the Effluent and Water Management Conference 2013 (EWMC) was held, under the patronage of the National Environment Management Authority of Kenya.

The conference provided a platform to discuss the water and sanitation sector in African countries by dissecting the entire value chain of water, wastewater and recycling.

The forum shed light on the best methods to support water and sanitation officials and decision makers in

their strategic mission to meet the ever-rising demand for water in the region.

Hans Meu, Metito General Manager, was invited to join the 'Effluent and Wastewater Treatment Technologies' session as a panelist.

Asia



International Desalination Association World Congress 2013

Held every two years, the International Desalination Association (IDA) World Congress, the world's premier event focused on desalination and water reuse, convened in Tianjin, China - a major growth market for Metito. The congress included a four-day Technical Program, industry-leading trade exhibition, workshops, IDA Desalination Academy training courses, plant tours, and unequalled networking opportunities throughout the week. This year was particularly special for Metito as we established a booth to interact with the visitors at the congress.

Fady Juez, Metito Managing Director and IDA 1st VP and Chairman of the Environmental Task Force, joined the congress as a panelist in the 'Privatisation of wastewater and desalination projects' session.

A big delegation from Metito joined Fady to the event, as delegates; Rami Ghandour, Metito Managing Director; Jun Liang, Berlinwasser China Holdings (BCH) General Manager; Tobias Tu, BCH Deputy General Manager; Alei Liu, BCH Deputy General Manager; Salah Deghedy, Metito Africa Executive Director; Sachin Kodollikar, Metito India Sales Manager-International Division; Cindy Yao, Metito Utilities Principal Investment Officer; Yang Yang, BCH Business Development Senior Manager;

Amanda Wan BCH Secretary; and Vincy Luo, BCH Secretary.

Power-Gen Asia 2013

The Power-Gen Asia 2013 event took place in Bangkok, Thailand. The conference and exhibition examined the future of the Asian power industry, and hosted the inaugural Industrial 'Water Day'.

Deepak Nyayadhish, PT Metito Indonesia President Director, and Sachin Kodollikar, Metito India Sales Manager - International Division, were invited to join the event as speakers. Deepak's presentation titled; 'Asam-Asam Steam Power Plant at Kalimantan', was delivered as part of the Water System Operation and Maintenance session. Sachin's presentation titled; 'Electrodeionisation (EDI) for Industrial Water Treatment', was part of the Wastewater Optimisation and Reuse session.

Elsewhere in the World

Climate change is seen as transforming the global economy, and this was the focus of the 'Investing in Climate Business Forum' that took place in Istanbul, Turkey. The event was organised by the Financial Times (FT) and the International Financial Corporation (IFC).

At the core of this event was the role of the private sector in tackling and adapting to climate change as the forum primarily focused on the opportunities for climate business-related investments in emerging Europe and Central Asia, Middle East and North Africa (EMENA). Bringing together high level participants from investment, politics, business and development, it explored the needs of the region and identified opportunities for investment and growth.

Rami Ghandour, Metito Managing Director, was invited by the IFC to join this event as a panelist in the 'Water' session, where he shared his insights and best industry practices to help investors explore and identify opportunities in green energy, clean technology and water.

Our People



Metito Executive Management Team

From left to right:

Wafic Ghanem
Metito Chief Financial Officer

Tarek Ghandour
Director

Rami Ghandour
Metito Managing Director

Karim Madwar
Metito Africa Managing Director

Hisham Fadda
Metito Human Capital Director

Bassem Halabi
Metito Group Business Development Director

Mohammed Dahouk
Metito Group Operations Director

Fady Juez
Metito Managing Director

Mutaz Ghandour
Metito Chief Executive Officer

...Always Worthy

Human Capital

Cutting edge water solutions and technologies are what we offer, but what make these solutions work, all the time, every time, and from the very first time, are the people behind them. Our employees bring the passion, the knowledge and the expertise, enabling Metito to deliver its world-class management and treatment solutions to its clients. With their support the business grew in multiples over the past years and the trend shows no signs of slowing down.

At Metito we understand and appreciate the fact that our most valuable asset is our people, and that it is our duty to continue building their skill sets and to broaden their exposure. We commit to nurturing their abilities and to invest in their careers by providing them with relevant training and work opportunities that can further enhance their development, and help them surpass their goals.

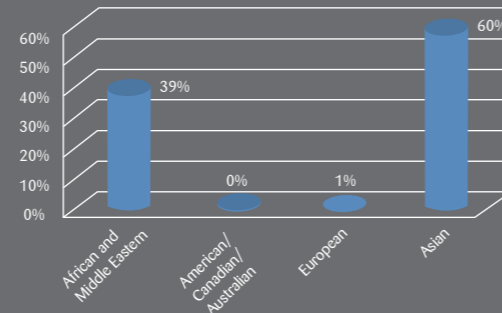
The company follows a sustainable strategy for managing its operations; hiring local talent that best understands the local culture and who commit to making a positive difference in their own communities.

With a sound business model, that has been tried and tested for over 55 years, Metito understands that part of being efficient is being safe and the company sees the health and safety of its employees as a top priority. This is something that is never compromised, and Metito's safety record is testament to that.

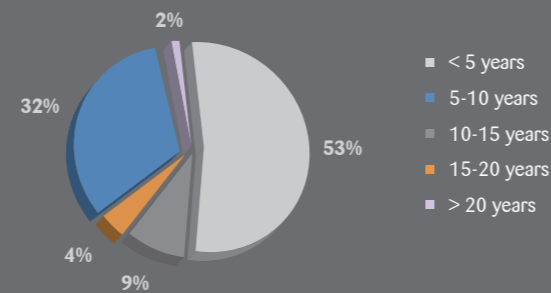
Training and Development

This year, Metito delivered informative training courses to its employees to aid their development. Personnel underwent technical and non technical training to ensure that they remain updated and fully equipped with the knowledge and tools necessary to deliver world-class products and services. Such training is essential to guarantee that the company's local operations are on par with the overall company standards and quality of deliverables.

Employees by Nationality

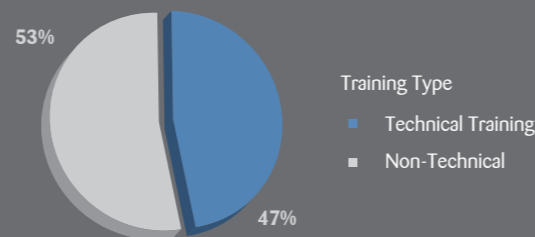


Employees by Length of Service

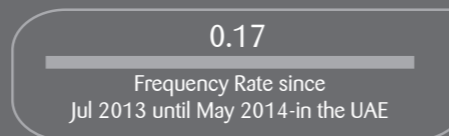


Training Statistics

No. of Employees Trained	646
No. of Training Hours	10,385



QHSE Statistics



Team Building Initiatives

First Order of Business; Aim for the Top!

'Aim for the Top' was the first order of business after entering into the strategic partnership with Mitsubishi Corporation (MC), Mitsubishi Heavy Industries (MHI), and Japan Bank for International Cooperation (JBIC). A simple phrase that carries a lot of weight and significance for all those involved.

To put this statement into practice, all three partners alongside members from TC Capital and Gibson, Dunn & Crutcher, the transaction advisors, took their successful endeavour a step further and straight to the top of Mount Fuji. Mount Fuji is a well-known symbol of Japan and one of its "Three Holy Mountains". It is located on Honshu Island, and is considered to be the highest mountain in Japan at 3,776.24 m (12,389 ft) and classified as an active stratovolcano that last erupted in 1707-08. The Mount has an exceptionally symmetrical cone, which is snow-capped several months a year, and



Reference Wikipedia - the free encyclopedia



The starting point...

a special place of scenic beauty and a historic site that was added to the World Heritage List as a Cultural Site on June 22, 2013*.

The choice of hiking Mount Fuji, as the first team building activity which unites all 3 partners, was no chance! Rather, it was a non verbal representation of the vision this partnership is committed to deliver; becoming a formidable force that is to be reckoned with, just like this great, volcanic mountain. The origin of the name Fuji remains unclear but some texts suggest that it came from "immortal", other early folk etymology claims that it means 'without equal' or 'nonpareil', and some claim that it means 'never ending'. The current kanji, the adopted logographic Chinese characters (hanzi), for Mount Fuji, also means "wealth" or "abundant".

The hike, through the Yoshida route, was no easy walk as it required some pre-hike preparation, physical fitness, and a lot of patience and determination to reach the top despite the rocky roads, rain, wind and sub zero temperatures. The hike started July 8th, 2014 and concluded on July 9th.

This hike was part of a business trip to Japan to celebrate the new partnership, where the team from Metito Corporate Office got introduced to the culture-rich Japan.

Metito's delegation was led by Mutaz Ghandour, Metito CEO, and joined by Rami Ghandour, Metito Managing Director; Fady Juez, Metito Managing Director; Karim Madwar, Metito Africa Managing Director; Wafic Ghanem, Metito Chief Financial Officer; Cindy Yao, Metito Utilities Principal Investment Officer; Sanjiv Banerji, Metito Group Controller - Finance, IT & MIS; Kelvin Moon, Metito Legal Commercial Consultant; Sonia Norris, Metito Senior Human Capital Manager; Karim Khoeis, Metito Investment Analyst; Zain Hassan, Investment Associate; Mo Salih, Metito Financial Modler and Reem Saleh, Metito Corporate Communications Manager. Also joining the trip from Gulf Capital were Dr. Karim ElSolh, CEO and Managing Partner of Private Equity and Richard Dallas, Managing Director of Private Equity; and Paul R. Harter, GIBSON DUNN and Lars Freitag, Executive Director, TC Capital. Welcoming the



At the top...

team and joining them in many activities were; Hiroshi Sakuma, MC Group CEO of Global Environmental & Infrastructure Business Group; Shigeo Mizutani, SWING President and CEO; Masaji Santo, MC Division COO, Infrastructure Business Division; Kiyoshi Marumo, MC Infrastructure Business Division; Makoto Hattori, SWING Executive Officer, International Water Business Division; Paul N. Bottrill, SWING Deputy Division Executive, International Sales & Marketing Division; Masataka Shimazu, MC Deputy General Manager, Head of Overseas Platforms Management Team; Seiichi Yasuda, MC Deputy General Manager, Water Business Dept, Daisuke Imai, MC Deputy General Manager; Yasuhiro Tokunaga, MC Manager, Water Business Dept and Kazuki Izumitani, MC Assistant Manager.

With Rami Ghandour successfully organizing the trip, the team experienced the true authenticity of Tokyo by visiting the Tsujiki fish market and having a proper Shabu Shabu dinner in one of the prominent local eateries. Moving closer to Mount Fuji, the team was also introduced to the beautiful Odawara and the Fujiyama onsen (traditional Japanese hot springs).

Despite all the action, the highlight of this trip remains to be the official partnership ceremony at Kaito-Kaku where a traditional Kagami-biraki ceremony was performed in the presence of all three teams.

PT Metito Indonesia Trek GEDE Mountain

A team of 17 from PT Metito Indonesia joined by Bassem Halabi, Metito Group Business Development Director and Deepak Nyayadhis, President Director of PT Metito Indonesia, conquered the summit of Gede Mountain or Puncak Gunung Gede as it is called in local Bahasa Indonesia.



The Team at Gede Mountain

The expedition saw the team tackle the mountain over a weekend, summiting the 2958m mountain.

It was all too good but then the temperature dropped to 5°C at night and was accompanied by extreme wind and fog. Such conditions may lead hikers to turn back, but Metito's team decided to face the challenge straight on and to hike their way to the top...a place they continuously work hard to secure.

Collaboration in China



Metito Global Head Office and the BCH Team at Jiuzhaigou, Sichuan province, China

Leading by example, being in touch with nature and each other enabled members of both the Team in China and the Global Head Office to work together to trek through some of the most beautiful scenery within Jiuzhaigou, Sichuan province, China.

The event, superbly organised by the China team, was a great opportunity for individuals to demonstrate

their continuous professional development, including presentation skills, planning skills, communication skills and last but by no means least team building.

Trekking through the lakes was nothing short of stunning, and clearly reminded all of us how wonderful our water resources really are. Water of different colours was the phrase for the trip and all were overwhelmed with all the different colours on display throughout this magnificent array of scenery, always bearing in mind the need to provide water solutions throughout China and the rest of the world.

Whilst temperatures were cool, the collaboration and teamwork from everyone was tremendous. Hours and hours of walking saw some question their ability to carry on, but teamwork prevailed, and the support and commitment to each other was evident, with all completing the trek.

Metito the world over, never ceases to amaze with the sheer determination, teamwork and support we give and receive from each other - we truly can achieve whatever we set our minds to, and in turn, our aspirations can be realised.

Metito India Trek Sinhadgad Fort

To maintain good health, work/life balance, Metito encourages its employees to engage in workplace health and wellness programmes, and eco-tourism.

Metito India supported this ideology by forming a 'Health Committee' as part of its Information Management System (IMS) team, which is responsible for organising eco-tours and adventurous trips as part of developing an effective and ambitious social model. The latest trip was a trek to Sinhadgad Fort, a 1300m peak near the city of Pune, Maharashtra, where 19 employees scaled the mountain in a couple of hours.

The 'm' In HuManity



Community Initiatives



Metuz Ghandour, Metito Chief Executive Officer and Dr. Zulekha Daud, Zulekha Health Care Group Managing Director during the MOU signing ceremony

Safe Water Supply for Schools Initiative

Access to clean water remains a challenge in many parts of India. To contribute in making a change to this status, Metito and Zulekha Healthcare group partnered together to develop a sustainable solution that can benefit a community in need of help. With the combined efforts and resources of both parties, Ravindranath Tagore Convent, Millat Urdu Upper Primary & High, Public Urdu Upper Primary and SHUMS Girls High schools based in Nagpur, India will have access to safe and clean drinking water. The initiative will see large community benefits, with clean water supplies at schools proven to boost learning abilities by ensuring greater overall wellbeing as well as encouraging attendance according to UNICEF¹.

¹ <http://www.unicef.org/india/wes.html>

This project is set to be completed in the final quarter of 2014 with further collaboration being explored.

Gifting Life...Donating Blood

Donating blood is one of the most important, altruistic, and humanitarian acts that anyone can do. With this in mind, Metito employees across the globe are always eager to support this cause by organising and taking part in regular blood donation drives. In association with Radio 8EH Bekasi, PT Metito Indonesia team completed its 24th blood donation drive in Jakarta, attracting over 100 participants. The donated blood will benefit the Indonesian Red Cross.

As for the team in India, they successfully launched their fourth blood donation drive, aimed at raising the awareness of the local community about the importance of donating blood. The drive received an overwhelming response and support from all employees who donated their blood to Deenanath Mangeshkar Blood Bank. IMS Health committee then recognised those donors who have committed to the cause for over 4 years now.

In the GCC, Metito Qatar - Quality, Health, Safety and Environment (QHSE) and Admin teams, have both organised a blood donation drive that attracted 27 participants. The drive commemorated 'World Blood Donor Day' that took place in association with Hamad Medical Corporation's Blood Donor Unit. Metito Qatar further plans to conduct a blood donation drive at its labour camp site in Doha to further contribute to this important initiative.

Shivaji Patil, Metito Pollution Control India Proposal Engineer donates blood



Supporting the Special Needs



Metito supplies the centre with all the needed speciality chemicals and services, specialist periodical testing of the facility's swimming pool - comprising of Legionella testing and bacterial analysis. This year, the contract was renewed to add a new test and a microbiological analysis for the center's water tank, twice a year.

Last year, Metito signed a memorandum of understanding (MOU) with Al Noor Centre for Children with Special needs in Dubai to provide complimentary essential water treatment services.



Providing Water Relief

In association with the Human Appeal International (HAI), Metito drilled its fourth, 10m² well in the Republic of Senegal-Dakkar province. This marks the 13th well to be sponsored by Metito in Africa.

Metito's efforts in this arid area is focused on providing access to safe drinking water for the local communities that can help improve their living conditions. 1500 inhabitants will benefit from the new well.

Saving the Rhinos

Richard Barwell, Metito Chemicals Business Development Manager, successfully completed a 7 days trekking trip to Mount Kilimanjaro in Tanzania as part of a fundraising campaign organised by Save Rhino International.

Metito contributed to Richard's climb through in cash donation, with the proceedings aimed at boosting the tourism industry in the area which attracts foreign currency that is able to develop and support populations in such arid regions.



Richard Barwell, Metito Chemicals Business Development Manager at the top of Kilimanjaro Mount

In preparation for this challenge, Richard went through a comprehensive training programme for over a year. The intensive programme comprised of running up to 60km, swimming 3 miles and doing body pump workouts, all on weekly basis.

Knowledge Sharing & Educational Initiatives

Bridging the Gap from Theory to Business Practice

Indira Institute of Management Visit to Metito's Global Headquarters

Metito hosted a delegation of thirty-eight Post Graduate Diploma in Management students from Indira Institute of Management at its global headquarters in Dubai, UAE. The visit was organised to help bridge the gap between theory and business practice within the water industry both in India and the UAE.

During the visit the students, were introduced to Metito;

its history, and key business lines. They were also introduced to the potentials and challenges of the water industry, particularly in the MENA region.

The students were then escorted to an extensive tour at the Dubai Investment Park (DIP) wastewater treatment plant in Dubai, to view at first hand the process involved in treating wastewater. The visit was hosted by Metito's Investment team; Cindy Yao, Metito Utilities Principal Investment officer, Karim Khoeis, Metito Investment Associate, Mohamed Salih, Financial Modeler and Zain Hassan, Metito Investment Associate, and Reem Saleh, Metito Corporate Communications Manager.

Indira Institute of Management students at Metito Global HQ, Dubai



Richard Barwell, Metito Chemicals Business Development Manager during the EEG Teacher's workshop

EEG Teachers' Workshop 2014

Emirates Environmental Group (EEG) held its annual Teachers' Workshop under the theme 'Sustainability: The Way Forward'. Metito was invited to lead this year's workshop with a particular focus on water and how teachers can guide their students to leading a more sustainable/eco friendly life through changing common habits.

Richard Barwell, Metito Chemicals Business Development Manager, represented Metito as a speaker in this workshop.

Following the presentation, the teachers took the chance to revise their lesson plans and to think of ways by which they can incorporate the valuable information they received from the workshop and how to make it more accessible to students.

It's the Little Things That Count!

Metito officially unveiled to its employees the revamped version of the company's intranet portal. The new portal is an updated version that is more user friendly and



aimed at making the employee's browsing experience effective and enjoyable. The portal showcases; refreshed aesthetics that are in line with Metito's updated corporate visual identity guidelines, new and updated content, important

shortcuts and drop down menus with relevant sections clubbed together for easier navigation.

Administration duties for the intranet was moved in-house, providing more control over content display and change management, without the need to revert to third party web developers for minor changes/updates. Metito employees also have many more opportunities to contribute to the portal, making it a far more personal resource.

This project was led by Metito's Corporate Communications Team, with close support from Group IT.

Metito Nominated for an Advisory Board Membership at the AUS

Metito is always keen to support the educational sector through collaborating with the local schools and universities in developing public awareness campaigns addressing the water scarcity issue.

Such efforts have been recognised by the Chemical Engineering Council at the American University of Sharjah (AUS) as they nominated Metito to become a member in its Advisory Board for the 2013 - 2014 Academic year. Metito's role that will be assumed by Richard Barwell, Metito Chemicals Business Development Manager, is to share insights on how to enhance the links between the real life business requirements and that of the college's academic scope. This is done in an effort to enable the university to further adjust their curriculum to better fit the latest industry requirements, allowing the students more potential for being 'employable'.

The council will meet quarterly to brainstorm initiatives and to agree on academic course changes and industrial placement opportunities.

Metito Utilities Advocates Knowledge Sharing

Earlier this year, Metito Utilities launched their very own Knowledge Sharing initiative that pools together the best practices within the team for other employees to learn and then pass along to others to create cycle of continuous development.

The program aims at tapping and recognizing the team's individual skills and abilities and creating a platform through which such skills can be shared in an environment that promotes joyful learning. It comprises of learning sessions wherein a team member facilitates the learning process by sharing a particular skill or know-how and freely allowing colleagues to improve upon the concepts/ideas shared.

To kick off the program, a pilot session titled; 'Excel Skills and Techniques' was presented by Mo Salih, Metito Utilities Financial Modler. The presentation briefly discussed Excel shortcuts, and was followed by an in-depth discussion on Financial Modeling where the team keenly contributed alternative modeling solutions.

The American University in Sharjah Campus

