

**merito**

**HOW  
ARE WE  
MAKING A  
DIFFERENCE?**

**OUR BUSINESS  
SUSTAINS LIFE  
THROUGH WATER**



**SUSTAINABILITY REPORT**

2019-2020

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“We are all so immersed in our daily lives that we hardly stop to think about how our work, our attitudes and actions affect our surrounding environment. It is therefore necessary to remind ourselves that we are ‘enablers’ and not just ‘victims’ when it comes to climate change or any other natural calamity. In this annual sustainability report, Metito shares with its stakeholders the company’s latest achievements, best practices and initiatives. This includes our efforts with regards to the community, the environment and education, as well as our latest business wins, in an attempt to lead our industry by example and inspire others to follow suit.”

Mutaz Ghandour  
Metito Chairman and CEO

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## Message from the CEO

*It's fine to celebrate success but it is more important to heed the lessons of failure.*  
- Bill Gates

### An Exceptional Time in History

**T**he world is passing through an extraordinary time in history. COVID-19 developments have taken the world by storm. We have seen leaders from across the world taking drastic measures to safeguard nations and navigate through many unknowns.

At such time, we must highlight and express our deepest gratitude to everyone who continued to report to duty—sometimes risking their lives, to support or provide critical services to their community. This includes but not limited to first responders, medical professionals and utility operators.

With Metito being one of the leading global providers driving the water and wastewater industry, the critical role we play has only been further reinstated with the COVID-19 pandemic. Regardless of the situation, whether it be climate change, pollution or pandemics, water continues to prove its position as the first line of defense and a lifeline to humanity.

We acknowledge the full weight of this responsibility and I am extremely proud and grateful to our different teams who worked effortlessly, from home, office, factory and sites every day ensuring our business continuity and delivering on our commitments.

We are proudly looking forward to continuing preserving, managing and developing new water resources and alternative energy sources to make water more accessible and the world more sustainable.

*"We have worked tirelessly over the last six decades to create a diversified business from both a vertical and geographical perspective with a modus operandi of 'local presence, global know-how' - which has never felt more relevant."*



### A Resilient Business Model

**M**etito's strength across the full spectrum of its industry, experienced leadership and management teams, digital automation capabilities, access to advanced technology and alternative energy solutions, fully functional teams managing local projects with remote support in areas of design and engineering have all played a key role in creating a resilient business model able to insulate our operations against specific-market downturns.

To manage the evolving COVID-19 pandemic, oversee the implementation of all the required preventative measures stipulated by the World Health Organization and the distinct local Governments across the countries where we operate and to define plausible scenarios that may interrupt the business, I decided to launch the Business Continuity Leadership Team (BCLT) as early as January 2020.

The BCLT is a cross-organizational task force with an active response team to enact and action a comprehensive Business Continuity Plan to proactively manage the developing COVID-19 situation with two core mandates: 1) To safeguard the health and safety of our employees and clients; and 2) To manage business implications resulting from unconventional or disruptive scenarios.

Metito left no stone unturned and will continue to do so as we safely navigate this pandemic. During the past months, we launched several awareness campaigns across markets through a mix of tools; emails, face to face meetings, trainings and information sessions. The objective of such campaigns was primarily to share credible information on how to 'Protect Yourself and Others' and not to fall prey to the media frenzy and the amount of unsubstantiated, sometimes dangerous, information that was being shared online.

Metito put into effect a global blanket travel-ban on all personal and business overseas trips with exceptional approvals granted only on a case-by-case basis. We introduced mandatory temperature checks on entering all sites, mandated more regular sanitization of premises and augmented the supplies of hand sanitizers across offices.

For the first time in Metito's history, we have also put into effect several policies to continue putting the health and safety of our people, clients and the wider community at the heart of our operations. Metito introduced the COVID-19 Emergency Response and Recovery Plan (EPRP), the 'No Handshake' policy and later the 'Work-From-Home' policy.

The latter policy was implemented in a phased approach across our key markets, starting with the UAE in March 2020. The support the move to remote working, Metito invested in new tools and technologies to enhance remote working capabilities. This included sourcing additional laptops; increasing bandwidth and introducing more options for optimum online communication and virtual meeting tools

(Google Meet, WebEx and Microsoft Teams). Enhancements to cloud computing also enabled us to achieve 30% faster application performance throughout and to globally upgrade the user experience to a completely new level of efficiency. The result of such diligent efforts was captured in a company-wide survey where most respondents (89.3%) agreed that adjusting to remote working was relatively easy, with 84.8% highlighting they were satisfied with the resources which were provided to them during and post-transition.

Moreover, in several markets where it was logistically possible, Metito conducted mass screening drives in cooperation with top tier local medical providers. This enabled us to detect asymptomatic positive cases and support those affected according to the emergency response plan in each area, implementing local guidelines related to isolation, treatment and return to work.

We also reassessed the occupancy of our project residences were necessary and rented additional accommodation for staff to decrease the risk of any possible infections among those residing in the facilities. We also secured and equipped rooms to be used for isolation in case of any identified positive cases, in line with best practice in the distinct local markets.

*"We have always cast our sustainable business model as resilient. To succeed and limit our vulnerability to disruptions, Metito has always committed to being long-sighted and sufficiently diversified."*





## Success is not an Objective, it is in our DNA

**T**he year 2019 was a record year for Metito in terms of both revenue and operational profitability.

In Asia, we have experienced great success. In the Kingdom of Saudi Arabia, Metito continued to win large prestigious projects for our end client Saline Water Conversion Corporation (SWCC) with the latest project being Jubail II project Comprehensive Engineering and Procurement Contract awarded to us by SEPCOIII International. This project is the biggest Seawater Reverse Osmosis (SWRO) Metito has engineered to date with a capacity of 400,000m<sup>3</sup>/day. Metito has been awarded a 12 months project by Bahri to engineer, procure and construct three floating barge mounted SWRO plants with a total capacity of 150,000m<sup>3</sup>/day.

In Qatar, Metito has further consolidated its reputation as the premier delivery partner to Public Works Authority (PWA) Ashghal awarded 5-year Qatar South Catchment Zone Framework. This is the largest ever O&M Framework awarded to Metito and comprises the management of the collective sewer infrastructure comprising Foul Sewer (FS), Treated water (TW) and Surface and Groundwater infrastructure (SGW). The scope of works for O&M includes preventative, predictive and corrective maintenance; inspection, survey and cleaning; repair, replacement, rehabilitation and upgrading works; customer service response; and emergency incident management, resolution and recovery.

We are also proud to have led a consortium to be awarded Bangladesh's largest and first international competitively bid the utility-scale solar project in Rangunia. The price achieved is a record for the country and sets the path for much more cost-effective energy supply, in a renewable format, for the people of the country.

In Africa, the marketplace has been very busy. In Egypt; we have successfully commissioned several large turnkey projects, a few to mention.

In Egypt, Metito-Hassan Allam Joint Venture, inaugurated the award-winning project Al Mahsamma agricultural drainage treatment, recycling and reuse plant, the largest plant of its kind in the world, with a capacity of 1 million m<sup>3</sup>/day. The project worth USD100 million was developed under the supervision of the Armed Forces Engineering Authority, in record time. The project is built over an area of 42,000 square meters and the treated water will be utilized to irrigate 70,000 acres of agriculture land in Sinai, contributing to the development of a sustainable ecosystem.

Earlier in the year Metito was also awarded the 90,000m<sup>3</sup>/day sewage treatment plant along with forced mains and pumping stations for the new coastal city of Alamein in Egypt. Elsewhere in Africa, Metito established operations in South Africa and recently we have completed the supply of 6 packaged STPs for the countries of Lesotho and Seychelles. We have also established a Metito office in Morocco to look after local operations and we are executing Laayoune City 6,000m<sup>3</sup>/day SWRO and Boukhalef City 32,000m<sup>3</sup>/day STP.

In the Republic of Turkey, Metito has acquired a 75% stake in Info Group, a Turkish company which provides consultancy services and technical support for specialized chemical solutions, automation, control and treatment systems. New resources have also been brought into the business with a view to expand water treatment solutions to heavy industries and develop opportunities around Geothermal solutions. Turkey is seen not only as an important source of future work but also as an operational base for further expansion into the CIS Countries. We have also formed Metito Water Solutions Turkey to capitalize on opportunities in EPC, O&M and Customers services in Turkey, the Levant and CIS Countries.

*"The challenges posed by the COVID-19 pandemic tested our operational resilience and allowed us to garner invaluable experience."*

## Emerging Stronger

**W**e consolidated our business development strategy and ensured the required flexibility being part of a wider ecosystem, experiencing varied impacts. Today are building on this strategy and the success achieved so far.

Metito is geared towards achieving another record year in 2020 for revenue and profitability backed by strong order intake and major contracts awards in various geographies.

Most of our key markets consider water a vital industry and have therefore been granting Metito and other utility providers special permits for uninterrupted operations, allowing us to remain fully operational throughout the peak of the movement restrictions imposed as a result of the pandemic. This allowed Metito, to continue launching iconic, global award-winning projects in the year 2020.

In the United Arab Emirates, Dubai, UAE Metito has secured an important 3-year project for two large pumping stations (Sewage & Storm Water) from M.A. Kharafi & Sons for the end client Dubai Municipality (DM). Metito scope of work comprises engineering, procurement, installation and commissioning, testing and training for DM staff. This is a strategic award as it signifies the first project delivered on behalf of DM and presents further future opportunities with this prestigious client.

In Angola, our teams are across four separate cities performing capacity building contracts to set up public water utilities and in Senegal and Morocco, we are operating and maintaining over 200 rural water facilities, thus better serving the local populations with their basic water needs.

In Saudi, the Saudi Water Partnership Company (SWPC) and the consortium led by Metito Utilities has led a consortium

to successfully reach financial close on the Dammam Independent Sewage Treatment Plant project during the COVID-19 pandemic. Being the first independent sewage treatment plant in the Saudi Arabian privatization programme was in itself a huge achievement but reaching such a historic milestone whilst there was a material force majeure event taking place is a testament to Metito and its partners' perseverance and the importance of such projects. This sets the ground for many future projects of the same nature where the private sector is investing for the long-term environmental benefit of the region. The project is worth US\$245M.

## Leading the 'New Normal'

**W**hile the worry list is long, we have so far managed to get through it successfully. We have been working with the BCLT in navigating through these uncharted waters while keeping our employees, our most valued resources, safe.

Experience has shown that companies with a resilient business model, a strong growth outlook and investment in technology have increased chances of emerging from downturns stronger and more competitive. We strongly believe this to be our case.

The coronavirus pandemic is not over, and we continue to closely monitor the situation, however, Metito is on a sound footing. Strong leadership, experienced and new talent and the right combination of capabilities are all key to ensuring that we continue to navigate through such times while remaining focused on our strategic priorities.





*"The pandemic accelerated the demise of ecosystems acting in silos causing a paradigm shift and transformation that transcended borders and industries of focus."*

Due to our resolute financial discipline and ingenuity we have built strong financial capabilities; a strong balance sheet, great liquidity as well as access to credit, when and if needed. This allows us to continually invest in potential acquisitions and new technologies despite macroeconomic challenges.

Discussion with our people and our clients is always energizing, positive, enlightening, and affirming. A central theme that emerged from these discussions is that one of the few positive outcomes of the pandemic is that it provided a remarkable learning opportunity. We learned new mission critical skills from navigating such a challenging experience and this is now essential for Metito to curate these learning opportunities and revive our common ambitions.

We have built a resilient business and we will continue building on that through empowering our teams further, speeding up the adaptation of new technologies and fast tracking our digital transformation strategy to ensure we have agile working formats and systems that can be quickly adapted under plausible scenarios such as climate change or a pandemic.

It reinforced the fact that we are all interlinked, connected and empathetic... in more ways than we ever thought possible. We look forward to further collaborating with our growing ecosystem to develop, maintain and secure critical water and alternative energy infrastructure, sustainable sources and pioneering technologies and projects.

We are witnessing new priorities take precedence, water amongst them. Metito has so far adapted with grace and delivered on its commitments. I do not have a doubt that when the COVID-19 pandemic subsides, Metito will emerge stronger - in an even better leadership position- as the world continues to unite around a common objective; to make access to intelligent, sustainable water, and alternative energy solutions more accessible and more prevalent.

As we look back to this past year, I want to thank all of you for your trust, support and collaboration and as we look forward to the years to come, I want to reaffirm that you can always rely on Metito.

Sincerely,

Mutaz Ghandour





# Local Presence Global Know-How

## About Metito Chemicals

Metito develops state-of-the-art chemical solutions, services, and automation systems that help clients optimize operational performance and derive maximum value. This is done through utilizing effective chemicals to improve productivity and reduce the total cost of operations while minimizing the overall environmental footprint.

Our Chemicals business line offers a wide range of water treatment chemical solutions for various sectors, including power, primary-metals, fertilizers, oil and gas, refining, petrochemical, food and mining, hotels, hospitals, municipalities, airports, district cooling and universities. Metito also offers customized solutions for other more specialized requirements – these include cooling systems treatment, boiler steam and generation chemical treatment, water clarification and wastewater treatment, desalination, flushing and passivation, automation and feeding equipment, and water treatment programs.

Since its launch in 1982, Metito's chemicals business has significantly grown in terms of offerings and manpower. This was made possible through the supervision of highly qualified experts with solid industry experience and a successful track record of providing sustainable solutions that are safe and effective.

Metito manufactures its products at multiple production sites and in-house laboratories. Products cover water treatment applications and process additives thereby offering solutions for vast applications and industries, across different regions.



Metito continuously developing through research and development to address changing industry requirements and benchmark global best practices to best serve clients.

We apply Metito's Customer Excellence Standards to deliver measurable and sustainable benefits which guarantees shared value across all levels.

## The Outlook

In this section, Fady Juez, Metito Managing Director, shares the Chemicals division latest achievements, his insights and growth outlook.

### What makes Metito Chemicals different and what's the industry outlook?



We cover a wide range of industries and we understand their individual/distinct requirements and customize our solutions accordingly.

Generally, each region has a few priority/key industries so in many locations we focus our outreach on these key requirements while in some others, we provide our full-fledged range of services and products. For example, in the GCC, oil and gas and the related industries, as well as district cooling, are key priorities while in other regions industries such as powerplants, steel, fertilizer and mining are prioritized.

There is a great opportunity for both organic and inorganic growth, especially for resilient global companies such as Metito. We see good potentials for mergers with focus on partners who share similar values and a progressive sustainable vision.

Metito Chemicals is steadily increasing its client base in existing markets and rapidly growing in new territories. This has been made possible by continuously improving our products to enhance their performance and developing our applications to make them more efficient.

Developing our people will remain a key pillar to maintain this growth trajectory and we remain committed to creating strong, informed and competitive teams who dare to dream and ready to mark many firsts as they grow with Metito.



Last year alone, Metito Chemicals achieved significant milestones. Please highlight a few.

Despite the challenges and the global volatility in many markets, Metito, specifically Metito Chemicals, has achieved many milestones. In 2019, Metito acquired the majority share in a Turkey-based chemical company called Info Group.

Operating in more than 46 countries worldwide, this move marks Metito's entry to the Turkish market, enabling the company to provide its quality offering to the local market and the region beyond. Turkey is an attractive market for international investors, with immense growth potential and we are excited to mark our first step to serve the Turkish community and to establish our presence there.

Elsewhere, Metito is developing its Chemicals business hub for Southeast Asia markets in Thailand, where we established a central manufacturing facility to serve the region, with a competitive and robust supply chain. This year, Metito Thailand was awarded the project to develop a comprehensive water program for ten biomass power plants in Thailand with ACE – a key industrial player in the market. The market continues to show tremendous potential and we are expecting annual growth of up to 25% for the next three to five years.

In terms of product lines, this year Metito launched its Metito4 control and automation system. A smart water monitoring unit, Metito4 combines chemistry, equipment, software, and communications with technology. It detects corrosion rate, chemical concentration in addition to pH, conductivity, and ORP. Ensuring reliability while improving efficiency is a big win-win for the facility and the environment.

With sustainability a clear priority for Metito, how is the Chemicals business line contributing to this mandate?

In every application we develop and execute, we focus on reducing energy consumption and water and chemicals requirements, thus reducing pollution and CO<sub>2</sub> emission. We continuously assess the possibility of reusing water from different streams to reduce the pressure on freshwater supplies and reduce water disposal.





# Our Commitment



## The Vision

Metito strives to become the global provider of choice for sustainable, intelligent water and alternative energy management solutions and systems. The Group pledges to lead by example and to influence others to do likewise.

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## The Mission

Metito commits to a sustainable environment through providing effective water management solutions and treatment systems, environmentally friendly technologies and alternative energy solutions to reconcile the ever-growing demand for water and its dwindling natural resources.

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## 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.

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## People Focus

Our employees are our most valuable asset; we recognize 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 are also paramount to our organization and we commit to continually improve their standards.

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## 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.

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## 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.

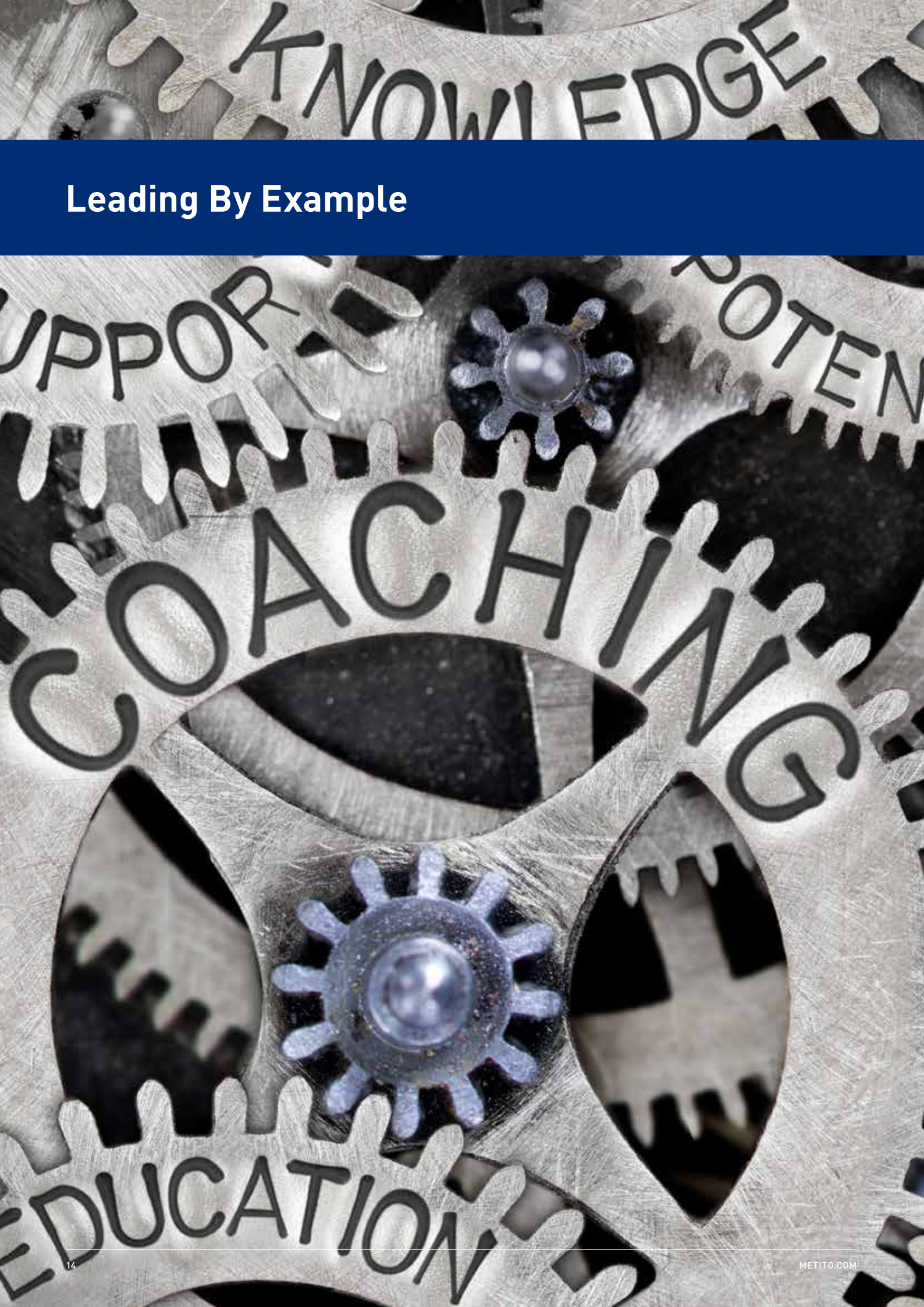
## Leadership

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

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## Collaboration, Teamwork and 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



# A Case Study

## Agricultural Drainage Treatment, Recycling and Reuse Plant, Al Mahsamma - Egypt

### Key Data

<b>Location</b>	Sinai Peninsula, Egypt
<b>Plant Type</b>	Agricultural Drainage Treatment, Recycling and Reuse Plant
<b>Capacity</b>	1,000,000m <sup>3</sup> /day
<b>Use</b>	Irrigation
<b>Client</b>	Armament Authority (Ministry of Defense)
<b>End User</b>	The Ministry of Housing, Utilities and Urban Development
<b>Contract Type</b>	Engineering Procurement Construction (EPC)

## INTRODUCTION

The Egyptian Government introduced a progressive, multi-pronged strategy to safeguard and preserve the nation's natural resources through a comprehensive water security agenda that focuses on wastewater treatment, recycling and reuse and seawater desalination in coastal areas. This plan is inline with Egypt's Sustainable Development Plan - Egypt Vision 2030, which focuses on economic, social, and environmental development.

Al Mahsamma project, located in the Ismailia Governorate, is the world's biggest plant of its type, built over an area of 42,000 square meters with a of 1,000,000m<sup>3</sup>/day. The plant will contribute to the irrigation of 70,000 acres of land in the Sinai, as part of the government's efforts to develop the region by creating sustainable urban communities and job opportunities in the area. The plant will also help preserve the natural ecology of the Al Tamsah Lake, located west of the Suez Canal, which has been impacted by wastewater disposal throughout the years.

The USD100 million project has been developed by the JV Metito-Hassan Allam, under the supervision of the Armed Forces Engineering Authority. The JV scope of work for this flagship project includes the engineering, construction, operations (EC&O), commissioning and O&M for a period of five years.

Drainage water is transferred to the plant from Ismailia irrigation drainage canal, located west of Suez Canal, through two individual pump stations crossing underneath the Suez Canal (the old and new branches of the canal) into srbaim siphon, from which the water is further pumped through the plant's pump station using 8 vertical turbine type pumps - six working pumps and two on standby - with each pumping at a speed of 7,000m<sup>3</sup>/hr.

Al Mahsamma was completed in a record twelve months, amounting to 2.5 million safe man-hours with no injuries or time lost. Latest technologies were utilized for the treatment of drainage water to produce suitable water for irrigation and land reclamation as per the highest quality standards and specs set by the Egyptian Government. Advanced digital and information technology are also being used to monitor the effectiveness of operations and to ensure the quality of water remains compliant with standards and specifications. The project site is equipped with an advanced laboratory for on-site water analysis and quality testing round the clock by dedicated experts.

## SCOPE OF WORK

The main scope of the JV project included:

- Engineering and civil design
- Civil material supply
- Civil construction
- Installation of electromechanical equipment



- Testing and start-up
- Commissioning on turnkey basis
- Operation and maintenance for 5 years

Metito scope covers:

- Process and electromechanical design
- Procurement, supply of electromechanical equipment
- Coordination and supervision of civil works design
- Intake pump station with 8x7,000m<sup>3</sup>/hr of vertical turbine pump
- 8 Flocculation tanks, dimensions of each 48.5m length and 8.5 width with 5 gate mixers of each tank
- 8 Tube settler clarifiers, 1.6m height lamella tubes
- 28 Disc filters with maximum flow rate 1,600m<sup>3</sup>/hr and 25µ mesh size
- 3 Gravity sludge thickeners, 19m diameter, and 5m depth
- Mechanical dewatering stage with 5 belt press, 32.5m horizontal belt conveyor and 7m inclined belt conveyor for sludge

- The project will play a role in developing a sustainable community in line with the UN SDGs, creating more job opportunities and encouraging more investment in the area

### Challenges

- Al Mahamma plant was completed in a record 12 months, compared to the 24-36 months period industry-standard for projects of such scale
- Due to the strategic location of the plant and proximity to the Suez Canal there were many restrictions and limitations on communication and transportation to and from the site during the development of the project. Moreover, work had to be halted at times, to ensure uninterrupted navigation in the Canal.
- Minimal land was required to be utilized for this project due to the strategic location with required efficient fitting of huge equipment into limited areas

## KEY BENEFITS

### Environmental Benefits

- A sustainable project turning wasted drainage - the capacity of 1,000,000m<sup>3</sup>/day into a valuable source of water for the irrigation of 70,000 acres in dryland area of Sinai Peninsula
- Making available 1,000,000m<sup>3</sup>/day for irrigation purposes only by using energy equivalent to 0.1kWh/m<sup>3</sup> - result of optimized and efficient design
- Minimal environmental footprint with effective use of land and making available 1,000,000m<sup>3</sup>/day for irrigation purposes only by using energy equivalent to 0.1kWh/m<sup>3</sup> - result of optimized and efficient design





# Industry Engagement And Recognition

## INDUSTRY ENGAGEMENT

Metito sponsored the International Desalination Association World Congress 2019: “Crossroads to Sustainability”



The International Desalination Associations (IDA) 2019 World Congress with the theme “Crossroads to Sustainability” brought together leading global experts in desalination and water reuse to share their knowledge, expertise and latest technologies in the field. Metito was the Gold sponsor for the event that took place at the Dubai World Trade Center.







## Chairman and CEO of Metito Group, Mutaz Ghandour featured in Al Idari



Mutaz Ghandour, Metito Chairman and CEO, shares insights on how Metito is leading fundamental changes in the water scene around the world through its pioneering water management and project structuring solutions in an interview with Al Idari.

In his interview, he stated: "We must collectively stand for a moment to reflect and conceptualize the extreme importance of water in our lives, especially in light of evolving pandemics such as the COVID-19 situation. There is a critical necessity for all stakeholders to join efforts to conserve water resources for humanity to secure a lifeline."

In this candid interview, Mutaz Ghandour gives the readers a brief look back at Metito's history and how it all started and highlighted some of the most recent projects Metito has been leading across different regions.

## Metito named a founding member of the 'Water Action Platform'



Metito was named one of the founding members of the Water Action Platform, a new forum dedicated to collaboration and knowledge-sharing in the water sector. Launched by Isle Utilities, a technology consultancy company, in March 2020, the Water Action Platform was originally established in response to COVID-19 but has evolved to encompass a wider range of topics, pooling experience and expertise from utilities providers around the world.

Membership grew rapidly and now the Platform hosts over 1100+ people from 608 organizations across 88 countries. The Platform has become an incredibly vibrant forum for organizations to share their experiences and learnings as well as a brilliant example of true collaboration and the sharing of best practice.

One of the notable initiatives, the Platform introduced us the "Crisis Response Register" which was created following the Beirut Port disaster on 4th August 2020. It is a list of water sector professionals- from around the world- who are prepared to be contacted (by aid and disaster relief agencies) in the event of a disaster to see if they can apply their professional knowledge to assist.

## White Paper published: The Challenges of Funding Power and Water Projects in Africa



Walid Madwar, Metito VP Business Development

Metito sponsored Open Africa's roundtable event in Kigali, Rwanda. During the event, public-private partnerships were discussed and in more details the challenges and effective/experience-based solutions to overcome critical hurdles especially in markets where the model is newly introduced. Walid Madwar, Metito VP Business Development, spoke at the event as part of a notable panel sharing the company's successful experience developing the Kigali Bulk Surface Water Supply PPP project, the 1st of its kind in Sub-Saharan Africa.

On the back of this even, Metito, in partnership with Open Africa, developed a white paper which outlined the key responses to the challenges of funding power and water projects in Africa. The paper also highlighted the successful 27-year partnership between Metito's Rwandan subsidiary – Kigali Water Limited (KWL) and the Government.



## H.E Rania A. Al-Mashat, Minister of International Cooperation – Egypt, visits the Eastern Port Said Desalination Plant

H.E Rania A. Al-Mashat, Minister of International Cooperation - Arab Republic of Egypt - Former Minister of Tourism - International Economist - YGL, visited the Eastern Port Said, seawater reverse osmosis desalination plant which was developed by the JV; Metito-Orascom.

The project was developed in cooperation between Egypt and the Kuwait Fund for Economic Development, and in partnership with the Egyptian Ministry of Housing, Utilities & Urban Communities as well as the Egyptian Ministry of Water Resource & Irrigation, with execution by the JV Metito-Orascom Construction Ltd. The project has a capacity of 250,000 m<sup>3</sup>/day and will address the demand for drinking water in the city and its neighboring areas.

“Contribution to transformative projects not only provide immediate benefits to our society but also prepare our people for a sustainable future”, stated H.E Rania A. Al-Mashat. “Cultivating emerging technologies, impacting jobs, and preserving our environment, with inclusivity in mind are cornerstones of our development projects which play a key role in achieving a circular economy”, added H.E Rania A. Al-Mashat.

## Egyptian media interviews Karim Madwar, Metito Africa Managing Director

Karim Madwar, Metito Africa Managing Director, discusses the shifts in global and national water policies in Egypt, linking these to sustainable development processes. He addresses the Egyptian Cabinet’s expansion plans through water desalination and purification projects, highlighting these as crucial to the development of the country’s water sector.

In another separate interview, Madwar speaks about Metito’s journey as a company for over 60 years, its fields of work and

partnerships with major international companies, including their projects across the globe. He also tackles how Egypt became one of the main countries investing in water treatment and desalination projects, highlighting Metito’s success in becoming a vital partner in these projects.

Madwar then shares insights on some of the latest projects Metito was involved with such as Port Said, Al Arish, and Alamein plants and emphasized the growing appetite of the Egyptian Government to work with the private sectors.



*Karim Madwar, Metito Africa Managing Director*



Global award-winning Al Mahsamma Plant , 1,000,000m<sup>3</sup>/d capacity

## Al Mahsamma Project inaugurated by Egypt President, H.E Abdel Fattah El Sisi



H.E President Abdel Fattah El Sisi officially inaugurated Al Mahsamma agricultural drainage treatment, recycling and reuse plant in Ismailia Governorate. The USD100 million project has been developed under the supervision of the Armed Forces Engineering Authority by the JV Metito, Hassan Allam.

The JV scope of work for this flagship project includes the engineering, construction, operations (EC&O), commissioning and O&M for five years. Al Mahsamma plant has a capacity of 1,000,000m<sup>3</sup>/day and is built over an area of 42,000sqm making it the largest plant of-its-kind in the world.

Al Mahsamma forms part of Egypt's progressive and multipronged approach to ensuring the country's water security through wastewater treatment, desalination, and the preservation of natural water resources. The plant's daily capacity will contribute to the preservation of the natural ecology of the Al Tamsah Lake, located west of the Suez Canal, which has been impacted by wastewater disposal in previous years.

This project resonates with a few of the UN's Sustainable Development Goals including 'Clean Water and Sanitation' (SDG 6) and 'Sustainable Cities and Communities' (SDG 11). This was yet another testament to the global importance of this project and why it has been named the winner of some notable global awards including; CFI 2020 award for Best Recycling and Reuse Water Project (Global); the Best Water/Wastewater Project 2020 by Engineering News-Record (ENR) 8th annual Global Best Projects competition; Construction Innovation Awards "Infrastructure Project of the Year" for 2019; and Shortlisted for the Global Water Awards 2020-Wastewater Project of the Year award.

## Thomson Reuters and Flair Magazine Interview with Karim Madwar



**THOMSON  
REUTERS®**

Karim Madwar, Metito Africa Managing Director, explains the measures taken by Metito in the face of the COVID-19 pandemic considering the directives of the World Health Organization and the Egyptian Government in his interview with Thomson Reuters. In another interview with Flair Magazine, he

discusses the impact of the COVID-19 crisis on the business and the measures that Metito implemented as a multinational company.

Madwar then mentions how Metito created specialized teams that ensure the health and safety of its employees and guarantee business continuity to meet the needs of clients. The Group also placed special communication channels for field workers for seamless operations.



## Despite the global COVID-19 pandemic, Metito led consortium reaches financial close for Saudi Arabia's first-of-its-kind Independent Sewage Treatment Plant



Saudi Water Partnership Company (SWPC) and the Consortium led by the Metito Group, including companies Mowah and Orascom Construction, reached a successful financial closing for the Kingdom's first independent sewage treatment plant (ISTP) in February 2020. The project located in Dammam West is under the Build-Own-Operate-Transfer (BOOT) concession model with a tenor of 25 years. The project is worth US\$245M with the investment made up of a combination of equity and debt.

The financial close of this first-of-its-kind project comes despite the global COVID-19 pandemic, which froze many large-scale projects around the world. The Dammam ISTP has a designed capacity of 350,000 m<sup>3</sup>/day and an initial capacity of 200,000 m<sup>3</sup>/day and will serve the western region of Dammam.

## Utilities ME features Dammam West ISTP and interviews Rami Ghandour, Metito Managing Director

Utilities ME featured the Dammam West and interviewed Rami Ghandour, Metito Managing Director, to understand why Metito considers this project milestone is a strategic achievement for the water and wastewater industry in the MENASA region as the world navigates through the COVID-19 pandemic. Rami also highlights how the financial structure for the project is a testament to its importance, scale, and impact, and the confidence of all stakeholders in its sustainable success.

## Gulf Construction – Metito builds on record performance

In an exclusive interview with Gulf Construction, Rami Ghandour, Metito Managing Director, speaks about the achievements of Metito in the Middle East. He discusses how Metito has recently made giant inroads into the wastewater sector in the region. He highlights the work in Saudi Arabia, having won key water projects such as the Dammam West Independent Sewage Treatment Plant (ISTP) Project, and two other projects in UAE – the upgrade of the Sharjah Sewage Treatment Works (phase four and five) and the rehabilitation of the Al Falaya sewage treatment plant in Ras Al Khaimah.

He also comments on Metito's plans to further invest in new technologies, access new markets and structure new partnerships as it continues to lead mega fast-track desalination and wastewater recycling and reuse projects across the world.

## Metito led Consortium awarded 55 MWe ac grid-tied solar power plant in Bangladesh



In Bangladesh, natural gas and oil are used as the fuels mostly used in generating electricity (appx. 70% of the country's electricity needs). With such dependency, there is a lot of pressure on the natural resources and they are rapidly depleting. In response to this evolving scenario, the Bangladesh Government is adapting a progressive approach to sustainability, giving greater attention and support to integrating renewable energy for power generation as a strategic objective.

This year, a Metito led consortium comprising Metito, Al Jomaih and Jinko Power (the Consortium), was awarded by the Bangladesh Power Development Board (BPDB) the project to implement 55-megawatts electric (MWe) grid-tied solar power project at Rangunia, Chattogram. The Project will be developed on a Build Own Operate (BOO) basis under a 20 years concession agreement.

The news followed an earlier announcement confirming the Consortium as the 'lowest bidder' with the competitive tariff of \$0.0749/kWh — the lowest ever reported in Bangladesh at the time of the award. The land on which the project will be developed is provided by BPDB and located near to Chandraghona 132/33 kV grid substation of Power Grid Corporation of Bangladesh (PGCB).

The electric power which will be generated by the Project will be evacuated through 132/33 kV Chandraghona Grid Substation, Chattogram, Bangladesh and the project will be connected to the 132/33 kV Chandraghona Grid substation by a single ckt 132 kV (O/H or U/G, as required) line ("interconnection line").

Commenting on the award, Rami Ghandour, Metito Managing Director, said "Bangladesh has a very progressive leadership and such projects, which harness the power of alternative/renewable energy, are a true testament to such visionary approach to sustainability. We are honored to be part of this truly synergistic and formidable consortium, where all partners bring unique expertise to the mix, maximizing shared value to our client and the community. We now look forward to working closely with BPDB to move to the next stages of the project and we are confident it will be a huge success."

## MEED: Low oil price to drive water projects



*Rami Ghandour, Metito Managing Director*

Rami Ghandour, Metito Managing Director, shared his insights on how low oil prices can be used to incentivize large-scale desalination projects across the GCC in an interview with MEED. He comments on the GCC's water solution industry and how COVID-19 could challenge clients to commit to mega infrastructure water projects. He highlights the increased demand for water, both regionally and globally as a result of the global pandemic.

## Wafic Ghanem, Metito Group CFO, featured in Forbes ME



*Wafic Ghanem, Metito Chief Financial Officer*

Wafic Ghanem, Metito Chief Financial Officer, was featured in Forbes Middle East. The leadership piece demonstrated Wafic's insights on the banking environment and appetite changes in the past years, particularly on debt financing of long-term projects.



## Big Project ME – Sustainable Traction



Fady Juez, Metito Managing Director, was interviewed by Big Project ME, where he talked about the positive impact of water preservation and wastewater recycling and reuse on the region and how sustainable projects are gaining traction due to economic diversification.

## MEED – Iraq water crisis threatens to deepen

Fady Juez, Metito Managing Director, was interviewed by MEED to talk about the evolving water crisis in Iraq. In his statements, Fady speaks of how the practice of upstream damming and decreased rainfall have contributed to Iraq's water challenges. He also touches on a plan drawn by the Iraqi Government aiming at overcoming the water shortage crisis in the long term and suggests how the government and the authorities at the governorate level must invest more efficiently in water infrastructure and sanitation projects to avoid slow project delivery and a negative impact on the overall wellbeing of the local communities and developmental efforts.

## Celebrating “OurWaterWorkers”

No matter where Metito operates and what the situation is, everyone can always rely on our People.

Everyone plays a critical role in making the world a better and more sustainable place in their own way. Every day, we celebrate #OurWaterWorkers and those who remain committed to making a difference, adding value and delivering their best, despite challenges and without any prejudice.

## Climate Control – WFES 2020: Developing an ecosystem for innovation

Rami Ghandour, Managing Director, participation as a panelist and moderator at the World Future Energy Summit (WFES) in January 2020; he discussed the growing impact of new technologies on the water sector. He talked about how the industry can implement new technologies in practice and touched on the two slightly contrasting themes of decoupling of the water from the power and the move towards multiutilities evident in some projects.

## The Peninsula – Metito Qatar expands vehicle fleet to further strengthen its growing operations and network management capabilities



Walid Oraby, Metito General Manager, Qatar

With a growing portfolio of iconic projects, expanding services and a sustainable business in Qatar, Metito Qatar is continuously adding to its resources to better serve its clients and the wider community. Most recently, the company has acquired a significant number of all-new KIA Seltos SUV's from its trusted partner, Al-Attiya Motors and Trading Co. (AMTC). The new vehicles complement Metito Qatar's already impressive fleet of company vehicles.

Walid Oraby, Metito Qatar General Manager, said, "...we are adamant to continue providing our services in Qatar in the most professional, efficient and timely manner. To ensure this high level of responsiveness, we continuously invest in our operational capabilities and the resources needed for the mobility of our operations team. As part of such efforts, we are happy to be one of the first few companies in Qatar to acquire the KIA Seltos – whose motto of 'No Matter What Comes Next' syncs well with our corporate philosophy. We are confident this will be a valuable addition to our resources and servicing capabilities."



## INDUSTRY RECOGNITION

### SWPC and a Metito-led Consortium win the Finance & Partnerships WEX Global Award

Saudi Water Partnership Company (SWPC) and the Consortium led by the Metito Group and comprising Mowah and Orascom Construction won the Finance / Partnerships WEX Global Award for the Dammam Independent Sewage Treatment Plant (ISTP) Project. The Dammam ISTP is the first municipal wastewater public-private partnership (PPP) deal in the Kingdom of Saudi Arabia.

- Best Water/Wastewater Project at the 8th annual Global Best Projects 2020 competition by Engineering News-Record (ENR)
- Best Recycling and Reuse Water Project 2020 by Capital Finance International (CFI.co)
- Wastewater Project of the Year award at Global Water Awards 2020 by Global Water Intelligence (GWI).

Al Mahsamma project was recognized for its engineering advancements, contribution to the conservation of the natural ecology of the Al Tamsah Lake, located west of the Suez Canal, which has been impacted by wastewater disposal, and ties in with the Egyptian Government's efforts to strengthen Sinai's economic activities by creating sustainable urban communities and job opportunities in the area.

### Al Mahsamma Project wins global accolades



Al Mahsamma agricultural drainage treatment, recycling, and reuse plant, world's largest project of its kind, has been awarded global and regional awards:

- Infrastructure Project of the Year at Construction Innovation Awards 2019

### AME Info – Exclusive: Smart, sustainable solutions and technological intervention can avert the depletion



Rami Ghandour, Metito Managing Director had an exclusive interview with AME Info to discuss the current state of the region's industry, water use and reuse challenges and solutions that can help support it.

# CROSSROADS TO SUSTAINABILITY

IDA WORLD CONGRESS  
2019  
Dubai, October 20-24

Leading by Example



## Most Progressive Disruptive Policy in Water Reuse IDA Award



Metito received the 'Progressive Disruptive Policy in Water Reuse' award at the International Desalination Award (IDA) 2019 World Congress. The prestigious accolade was awarded to Metito for its relentless contribution to water policies in the region. Metito was commended for being active in moving the needle in the public sector to support and grow water reuse implementation through ground-breaking projects and partnerships.



## Al Masry Al Youm

Karim Madwar, Metito Africa Managing Director, spoke to the esteemed Al Masry Al Youm newspaper about Al Mahsamma project which is in line with the Cabinet's plan to develop the Sinai Peninsula as one of the sustainable urban communities in the country. He also talks about the costs and the record-breaking execution time which a project milestone. Karim highlights the record-breaking execution time during which the project was executed and the remarkable 2million safe man-hours.





### Certificate of Environmental Accomplishment



Metito participated in an environmentally friendly solution provider Shred-It, "Shredding and Recycling" program. Through its participation, the company saved 151.96 trees from destruction in September 2019 and received a certificate to commemorate this achievement.

This certificate exemplifies Metito's commitment to a cleaner environment and another step towards addressing challenges related to climate change and the preservation of natural resources.

### Metito wins prestigious CIO Award with its Business Application, IT & Digital Transformation



Metito was recognized for its innovative Information Technology (IT) management system by the coveted CIO Awards. Celebrating the innovation, intelligence and intuition demonstrated by organizations, this prestigious award was presented to Metito in recognition of its business digital transformation through new systems: chemical plant controller auto reporting, factory tagging with barcode & drawing automation and other projects.

Metito's Chemical Division created the chemical plant controller auto reporting with a dashboard portal to address the need to rely on vendor-supplied raw data.

The system supports the management of multiple clients, accommodates client's logos, periodic data and produces a summary of the report. The system also allows comments to be added for each chart of each controller based on a chart priority.

As part of process optimization on the shop floor, factory tagging was rolled out to enable users to efficiently track parts and drawing, manage manufacturing process including stage capturing which improves the internal information flow.

Other aspects of Metito commended by CIO Awards include improvement in transparency and efficiency achieved in non-confirmation report (NCR) enhancement, unpriced purchase order (PO) digitalization, centralized document repository (CDR), estimate of completion (EAC), self-help forecasting approval rule automation among other projects.

## Team Building

### Metito basketball team remains unbeatable at the 14th DIP Corporate Sports Competition



Teamwork always works: For the fifth consecutive year, Metito UAE's basketball team won the championship at the 14th Dubai Investment Park (DIP) Corporate Sports Competition. The winning team consisted of Naoll Mary-VP MUL Operations; Hiem Hedhiri-Metito MOL Asia QHSE Manager and Siegfred Panilagao-Metito Asia QHSE Team Leader.

### Metito took part in Dubai Standard Chartered Marathon 2020

As part of the Metito's ongoing team building activities, Metito UAE participated in the Dubai's Standard Chartered Marathon



in 2020. The sports event not only kept everyone physically active but also promoted camaraderie, motivation and teamwork.

### Metito Pune keeps the team active with indoor workouts



Metito Pune team introduced new indoor activities like Zumba, kickboxing and meditation to promote a culture of healthy wellbeing in the office. The activities are done weekly with its fitness partner, PNX Fitness Consultancy.



# Our People



# THE GLOBAL GOALS

For Sustainable Development



## Aligning with the UN Sustainable Development Goals (SDGs)

The UN SDGs provide the global community with a roadmap on how to combat global challenges related to economic, social and environmental sustainability. As global water solutions leader, Metito’s sustainability work is aligned with the objectives of the SDGs – with a focus on five goals in particular.

### Clean Water and Sanitation

Metito is committed to fulfilling this goal fundamentally through working in an industry aimed at closing the gap between increased water demand and the dwindling natural resources. We work towards meeting this goal directly through sustainable projects to treat wastewater, recycle and reuse it across some of the most arid regions in the world.

Example project: Al Mahsamma agricultural drainage treatment, recycling and reuse in Egypt, the award-winning-world largest plant of its type.

### Decent Work and Economic Growth

Metito promotes inclusive and sustainable economic growth by providing water and alternative management solutions to make mega-lifeline projects more viable.

Metito also prioritizes labor rights and maintains a decent work environment with equal pay, advanced health and safety measures and gender balance.

## Industry, Innovation and Infrastructure

Metito supports the development of resilient infrastructure, inclusive and sustainable industrialization and innovation. We do this by systematically exploring ways to increase the use of eco-friendly technologies, optimizing operations, product and process innovation. Metito was the first to introduce the reverse osmosis technology for drinking water in the 1970s and continues to pioneer new technologies and solutions in the industry.

### Sustainable Cities and Communities

Metito is developing sustainable projects that trigger cycles of prosperity for the communities being served. Resources, cities and human settlements can become more resilient and more productive with access to clean, safe water.

### Climate Action

Continuous efficiency improvements in production and processes, as well as the integration of alternative energy solutions in larger projects and operational office, are all helping Metito to contribute to this goal.



## Sustainable Human Capital Management

The Metito Human Capital function strives for sustainable and effective approaches to protect the overall interests of our employees, customers and the broader community. Our values are future-oriented and focused on recruiting, training and refresher course for employees – our most valuable asset.

In our mission to harmonize our work-life balance, we continuously emphasize individual responsibility and accountability as well as embed the concepts of social responsibility and giving back to the communities we serve. This completes the full cycle of enrichment for our employees

At Metito Group, we apply a model of sustainable human capital management that is linked to specific goals that include individual responsibility, the enhanced scope of decision-making, as well as working through challenges with clear objectives. With this in focus, we have recently realigned our business functions to have Quality, Health, Safety, Security and the Environment (QHSSE) ethos fall under the Human Capital department at a corporate level. This change will allow us to streamline our focus on health and safety and overall sustainability with our human capital strategies and future.

Metito's QHSSE mission will continue to be implemented across all levels in line with our commitment to responsible operations and a cleaner environment. We execute this by minimizing any possible adverse environmental and social

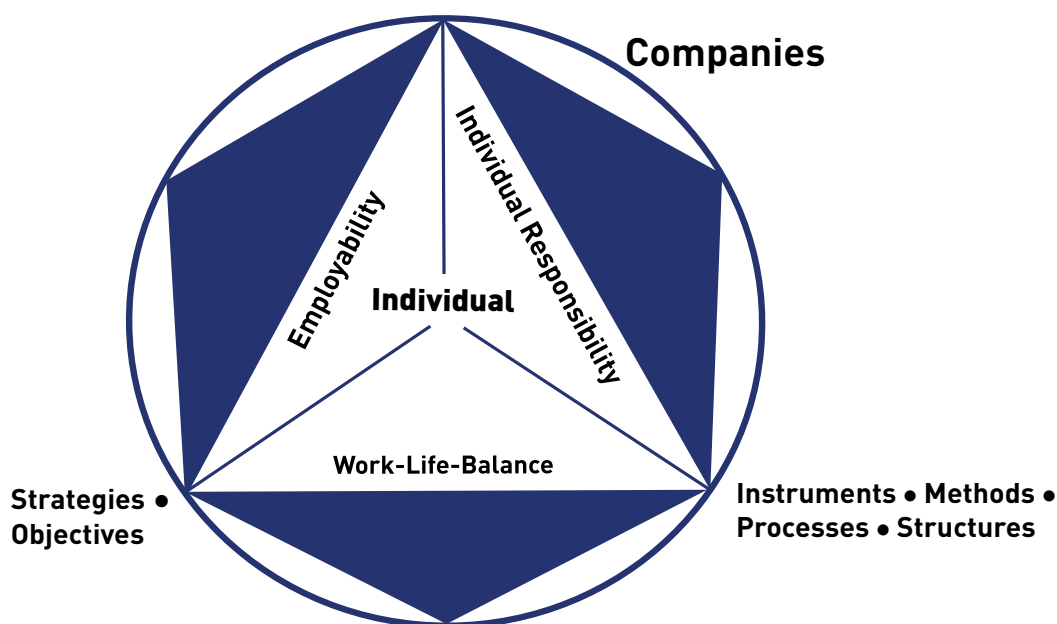
impacts while adding shared value to the ecosystems we work within. We aim to exceed Health, Safety and Environment (HSE) requirements in every project we lead and are continuously improving our standards to international benchmarks and corporate standards.

We convey our commitment, as we engage closely with our employees, business partners, public authorities and our communities to address concerns, manage expectations, provide sustainable and actionable solutions and communicate results.

Sustainable development is a long-term goal for our Group. Adopting new environmentally and socially conscious operations is fundamental to our progressive agenda. We are taking up projects to provide safe access to clean water and more sustainable water resources especially from previously wasted wastewater and community projects. This supports education, health and basic amenities in areas where there is a dire need and access to clean water.

Overall, our current sustainability program is making good progress and we are working hard to end our 2020 program on a positive note. We are committed to reducing our environmental footprint to help mitigate our impact on climate change by increasing our usage of renewable energy. We do this by integrating it in the projects we develop or for general consumption in our global operational offices.

## Culture • Attitudes • Values





## Managing People in Unprecedented Times

The COVID-19 pandemic has taken the world by storm, causing global disruptions across sectors and unpredictable fluctuations. Well-established and agile companies, such as Metito, are navigating through the evolving situation with solidity and confidence with support from its proactive management team.

As early as March 2020, Metito Chairman and CEO, Mutaz Ghandour, launched the Business Continuity Leadership Team (BCLT) to execute Metito's business continuity plan and the related Emergency Response and Recovery plan.

The BCLT is a cross-organizational task force who worked on scenario planning and business impact analysis about the critical functions/areas which they oversee. The team has two core mandates:

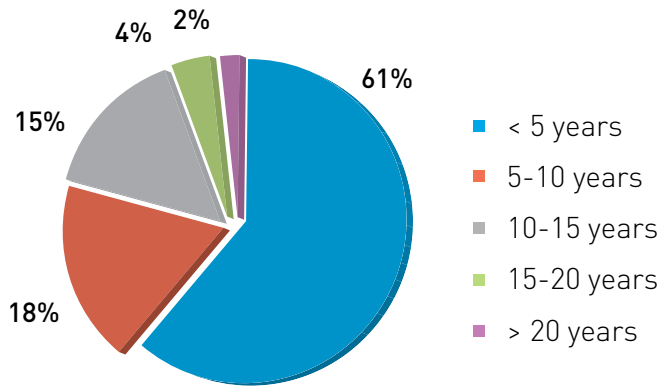
- 1) To safeguard the health and safety of employees; and
- 2) To plan and manage any business implications from any disruptive scenarios that may interrupt business operations

The team agreed on response strategies and assigns on-ground response teams to maintain active crisis management capabilities in the event of emergencies.

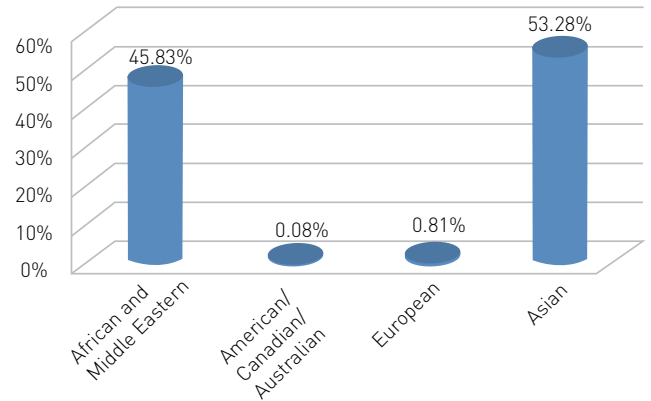
Metito is committed to leaving no stone unturned and remaining vigilant while navigating the evolving situation, together with our people, safely and successfully.



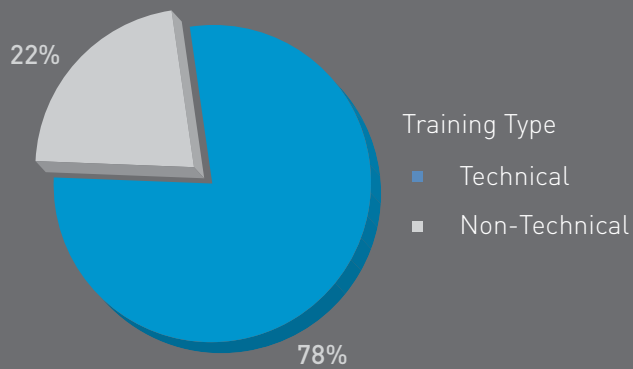
## Employees by Length of Service



## Employees by Nationality



## Training Statistics



## QHSE Statistics

**7,095,244**

No. of Safe Man-Hours since June 2019 - May 2020

**0.42**

LTI Frequency Rate since June 2019 - May 2020

# The “M” In Humanity





# Community Initiatives



## Metito Thailand pays it forward

During the early days of the evolving global pandemic, Metito Thailand reached out to local communities to donate essential food supplies and face masks. The team also provided the residents with training on basic hygiene to avoid the spread of COVID-19.

## Celebrating International Women’s Day



An equal world is an enabled world – Metito marked International Women’s day in its offices across the globe. Team members gathered to challenge stereotypes, fight bias, broaden perception and improve situations while celebrating women’s achievements.

## Children’s Cancer Center of Lebanon (CCCL)



Metito provides ongoing support to the Children’s Cancer Center of Lebanon (CCCL) by sponsoring a charity event organized by its center in Dubai. CCCL’s mission is to provide access to free treatment and care to all children with cancer in Lebanon and the wider region, without any discrimination and prejudice.

## Metito Indonesia supports Red Cross Bekasi City in its 13th-year blood drive



Metito Indonesia participated in the community blood donation program organized by Red Cross Bekasi City. In 2019, 78 Metito employees were qualified to be donors and took part in the quarterly blood drive.



## Al Noor – Supporting Children with special needs



A small donation for a unique cause – Metito provided free water treatment services for the swimming pool at Al Noor Training Centre for Persons with Disabilities. Benefiting from the initiative, the children have been enjoying the clean water pool for their motor skills activities and development exercises.

## Metito: Gold Sponsor at Dubai’s Lanka Lions Sports Club



Metito was one of the main sponsors of The Lanka Lions Sports Club’s 40th anniversary. Established in 1977 in Dubai, the association was created to bring the Sri Lankan community together in the UAE. The anniversary party was hosted at The

Address Sky View Hotel in Downtown Dubai. Various sports and social activities took place to showcase the rich culture of Sri Lanka to other nationalities in the UAE.

## Metito India partners up with the Government of India to launch a campaign on clean air



Supporting the Government of India’s National Clean Air Program, Metito India launched a company initiative to raise awareness on clean air. Metito employees volunteered to get their vehicles tested for smoke emission, ensuring their automobiles comply with the program to improve air quality. The national program also included authorized agencies that aim sustainable solutions on health, safety and environment protection.



Planet Water Foundation provides community water system installations in seven countries with Metito as one of the global donors



In celebration of World Water Day, Planet Water Foundation, a leading non-profit organization that addresses global water poverty by providing clean water access and hygiene education programs provided water system installations through a programme called Project 24. The program, with the support of global brands, will provide 31 drinking water systems in schools across seven Asian countries: Cambodia, India, Indonesia, Mexico, the Philippines, Thailand, and Vietnam.

Committed to a cleaner environment, Metito, along with other donor partners, builds an AquaTower to serve the daily water needs of up to 1,800 people in the impoverished community of Dong Than, Vietnam.



## Knowledge Sharing

### Continuous learning... Our strategy of staying competitive

Metito commits to providing world-class engineering solutions by conducting periodical training to ensure the team remains updated, informed, equipped and ahead in the competitive water industry.

In line with this, Metito India launched multidisciplinary training for the local team covering time management, integrated management systems awareness, technical training on valves, quality control basics, welding and materials and testing basics. Informative sessions were also organized to discuss how each team member can contribute to creating a lower carbon footprint.

### Paying it forward: Summer internships

Metito India launched a summer training and an internship program which includes theoretical and technical training, as well as knowledge sharing between peers. This provides budding local talent with the opportunity to explore a career in the water industry with one of the world's leading intelligent water solutions provider.

### Addressing global water challenges at the IDA World Congress

Rami Ghandour, Metito Managing Director, took part in the panel discussing public-private-partnership models for new and existing markets in the MENA region and worldwide. In a separate discussion, Fady Juez, Metito Managing Director, IDA Board Member and Co-Chairman of the IDA World Congress Technical Committee shared his perspectives about the growing trends and opportunities in the engineering procurement and construction markets. Both panels were attended by valued thought leaders, who shared in-depth knowledge and strategic insights on the broader industry.

Metito also led different technical presentations which covered the following topics: 'Sewage to high purity treated effluent with no liquid waste - attached growth pipe and low-temperature distillation', 'Latest technologies for desalination, wastewater recycling and reuse; untapped opportunities' and 'Pioneering fast track mega desalination plants and best practices'.







[metito.com](https://metito.com)

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