ELSEWEDY ELECTRIC

Innovating For The Future

Sustainability Report | 2018 & 2019

ELSEWEDY
ELECTRIC

TABLE OF CONTENTS

/01 INTRODUCTION P.4

About this Report
Message from CEO & President
Message from Sustainability Director
Performance at a Glance
Key Achievements

/02 GROUP OVERVIEW P.18

Our Essence
Our Journey
Sectors We Serve
Innovative Products
Turnkey Solutions
Global Presence
Our Customers

/03 STAKEHOLDERS & MATERIALITY P.42

Stakeholder Analysis
Materiality Assessment
Materiality Matrix

/04 SUSTAINABILITY MODEL P.50

Global Energy Landscape
Managing Sustainability Risks
Sustainability Priorities 2018-2019
Policies & Procedures
Sustainable Development Goals

/05 EXCELLING IN OUR BUSINESS P.62

Governance
Organizational Structure
Management Approach
Corporate Strategy
Standards & Certification
Research, Development & Innovation
Internal Audit & Risk Management
Compliance System
Legal System
Fair Business Practices

/06 ADVANCING OUR TECHNOLOGY P.86

Digitalization
Technology Roadmap
Smart Environment
Smart Cities

/07 EMBRACING OUR PEOPLE P.98

Our Workforce
Diversity & Inclusion
Training & Development
Health & Safety

/08 ADDRESSING OUR INVESTORS P.122

Generating Sustainable Value
Our Shareholders
Financial Performance
Completed Projects
Projects Underdevelopments

/09 INVOLVING OUR SUPPLIERS P.156

Building Long-term Relationships
Procurement Process
Towards Circular Supply Chains
Supply Chain Integration

/10 EMBEDDING OUR ENVIRONMENT P.164

Worldwide Challenge
Environmental Stewardship
Environmental & Social Management
Green Facilities
Sustainable Energy
Materials & Product Innovation
Waste Management
Climate Change & Carbon Footprint
Offsetting Emission Projects
Water & Energy Projects

/11 CONTRIBUTING TO OUR COMMUNITY P.196

Accessible Education
Better Health
Inclusive Development

/12 LOOKING AHEAD P.208

Long-term Commitments
Sustainability Strategy 2020-2022
Future Milestones

/13 APPENDICES P.215

List of Abbreviations
GRI Content Index
Omissions
UNGC Correspondence
Limited Assurance Statement
Our Offices

01 INTRODUCTION

About this Report

Message from CEO & President

Message from Sustainability Director

Performance at a Glance

Key Achievements

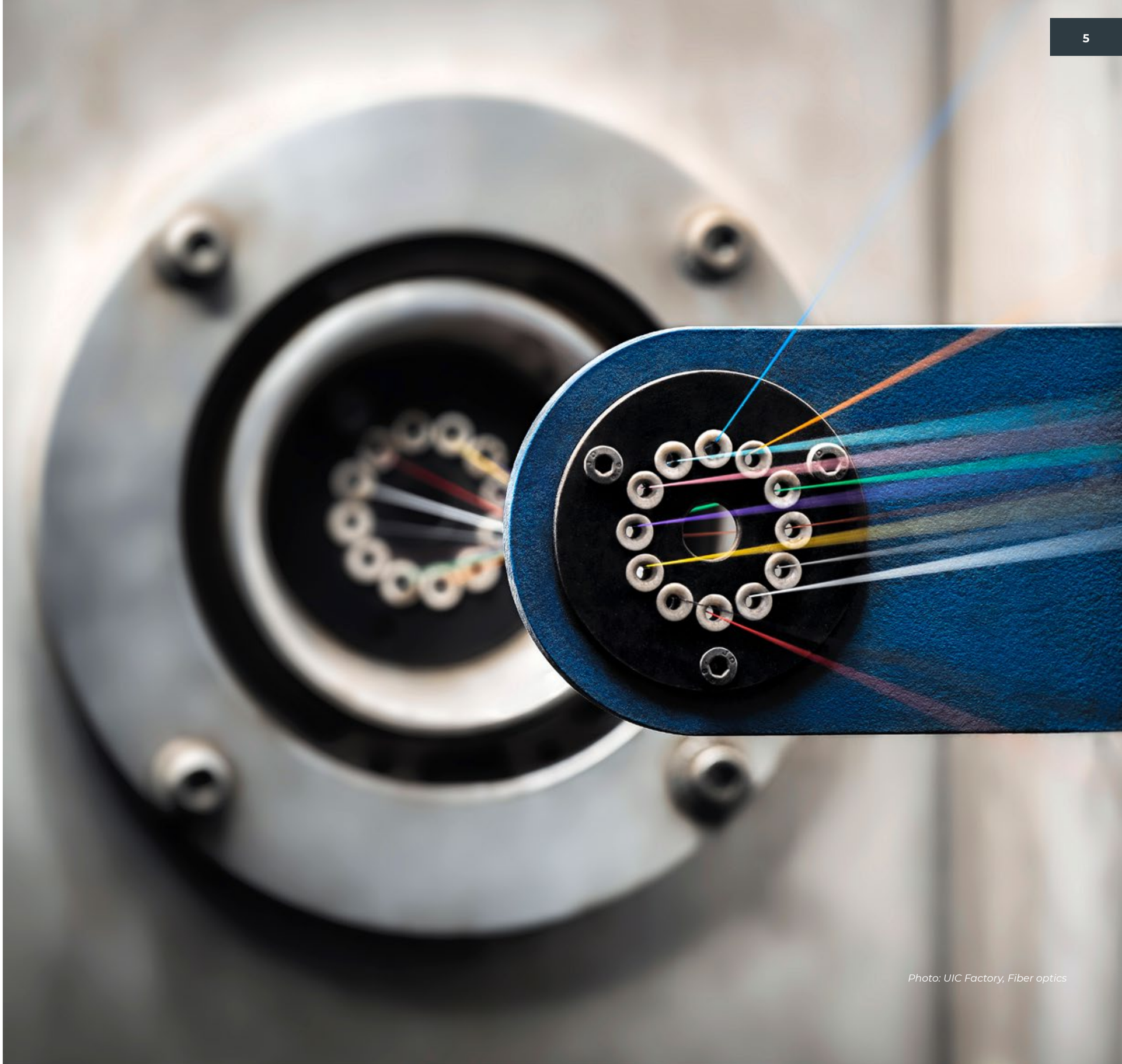

Photo: UIC Factory, Fiber optics

About This Report

This is Elsewedy Electric's second consolidated sustainability report, presenting our social, environmental, economic, and governance performance during 2018-2019.

We aim to align our efforts with best practices and extend our contribution to sustainability. We further intend to report annually on our progress based on our activities, achievements, and lessons learned.

The report is based on stakeholders analysis, materiality assessment, group policies, plans, procedures, programs, and reports. Data and insights on each material topic have been gathered from different departments, entities, and business associations.

Some of the provided statistics and insights refer to the Group as a whole, while in particular cases, reference is made to specific entities if information regards only them.

Our sustainability performance is presented across seven priorities: people, business, technology, investors, suppliers, environment, and community. They further represent material areas, which served as the foundation for our sustainability efforts during 2018-2019.

This report aims to communicate our sustainability efforts to a wide network of stakeholders, suppliers, vendors, clients, and other interested parties. It also serves as a tool to communicate our achievements in terms of the United Nations Global Compact and Sustainable Development Goals.

Sustainability consultancy Masader provided limited assurance on the data accuracy, consistency, and completeness of this report in accordance with the GRI requirements.

We are a member of the GRI Community and support the mission of GRI to empower decision makers everywhere, through GRI Sustainability Reporting Standards and its multi-stakeholder network, to take action towards a more sustainable economy and world.

Contact for Further Inquires

Mrs. Manal Hassan | Group CSR and Sustainability Director &
Vice Chairman Elsewedy Electric Foundation

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Reporting Guidelines

GRI: This report has been prepared in accordance with the GRI Standards: Core option. It covers disclosures that are material to Elsewedy Electric, and detailed page references are provided in GRI Index.

UNGC & SDGs: This integrated report has been prepared according to the United Nations Global Compact 10 principles and the Sustainable Development Goals. A table at the end of the report presents each UNGC principle and its respective section within the report. We have been a member of UNGC since 2017.
The SDGs have been explained and detailed within the Sustainability Model part of this report.

The GRI Reporting Principles have been used through the report preparation. This included ensuring Stakeholder Inclusiveness thorough the engagement process, aligning our sustainability model with the Sustainability Context and ensuring Completeness of the report contents based on the best available data. We also applied principles of Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness throughout different stages of report preparation. The report does not feature significant restatements of information as compared to the previous reporting period.

Report Period & Cycle

This report covers the years 2018 (from 1st of January to the 31st of December) and 2019 (from 1st of January to the 31st of December). Any efforts described outside this period are indicated.

Previous Sustainability Report

Elsewedy Electric issued its first consolidated Sustainability Report with the title Empowering the Future, covering the year 2017 (from 1st of January to the 31st of December) in January 2018.

Forward-looking Statements

This report may contain certain forward-looking statements relating to the company's business. These may be identified in part through the use of forward-looking terminology such as "will," "planned," "expected," and "forecast."

Any such statements reflect the current views of the company with respect to future events and are subject to certain risks, uncertainties, and assumptions.
Many factors could cause the actual results, performance, decisions, or achievements of the company to be materially different from any future results that may be expressed or implied by such forward-looking statements.

Photo: ECMEI factory

We aim to not only manage resources and environmental impact but also support the sustainable development of our business over the long term, as well as contribute to the communities we are part of and society broadly.

— Ahmed El Sewedy
President & Chief Executive Officer

MESSAGE FROM CEO & PRESIDENT

Sustainability has always been elemental to Elsewedy Electric. Since our establishment in 1938, we have aimed to provide Integrated Energy Solutions that improve the quality of people's lives and create value for all our stakeholders.

As the scope of our impacts has grown, so has our understanding of the responsibility we bear. Today, as a global company, we aim to not only manage resources and environmental impact but also support the sustainable development of our business over the long term, as well as contribute to the communities we are part of and society broadly.
Our key reference for determining the value we create for society is the United Nations' Agenda 2030. Its Sustainable Development Goals (SDGs) resonate with our commitment to promoting good health, wellbeing, affordable and clean energy, and climate action.

We also adhere to the ten principles of the United Nations Global Compact and acknowledge the particular role of the UNGC community in fostering business leadership and collaborations for the SDGs.

While generating value for our stakeholders, we aim to help solve significant global challenges through digitalization, renewable energy, wise management of material flows, and sustainable infrastructure.
We are particularly ambitious in ensuring an integrated approach to decarbonization to support Egypt's climate goals.

We do this through measuring, reporting, and strategically reducing our carbon footprint, energy efficiency, improving client's awareness and consumption patterns, as well as electrification of heating, transportation, and industry, delivering significant cumulative results and positive societal effects.

As important for us is the integrity of our business at every management level, which includes adherence to the highest ethical standards and all legal requirements, preventative approach to crime and corruption, and zero tolerance for misconduct and violations of applicable laws within the company.

We systematically anchor integrity and compliance in our company culture, implement compliance training for all employees, and encourage them to report illegal behavior through effective whistleblowing procedures.

On behalf of close to 15,000 employees, we thank everyone who shares with us this tireless, persistent, and passionate pursuit towards sustainability.
You can count on us in making a sustainable future a reality, and we look forward to seeing you on this path.

— Eng. Ahmed Elsewedy

MESSAGE FROM SUSTAINABILITY DIRECTOR

Over the past decade, sustainability management has evolved tremendously within Elsewedy Electric, reflecting the evolution and transformation of the company to meet global needs. What started as a family business improving energy systems for the country is now a global enterprise, helping to deal with some of the most pressing challenges of our time.

Energy is a core pillar of the quality of life anywhere in the world. We are proud of being able to provide exceptional, reliable, and safe solutions to a growing global population.

Commitment to sustainability doesn't stop with great products or adaptable energy services provided to our clients, as we never forget about the much wider range of the stakeholders we serve.

This report sheds light on some of our key achievements over the past years. As much, it doesn't shy away from the challenges we face and the intricate road ahead. It is a crucial time to fully embrace the complexity of a world facing multiple pressures and needs. And we are ready to embrace this complexity, steering towards a more prosperous, sustainable, and inclusive society.

Building upon international standards and lessons learned, we have been able to develop a coherent, robust, and holistic sustainability management system. It further has ground in our long-term strategic goals and short-term targets and plans. Based on an integrated management approach, this report explores how various Elsewedy branches create added value, contribute to SDGs, and act in an ethical and respectful manner towards the environment.

We hope that our efforts presented in this report serve as an inspiration to other companies and help us effectively track progress and improve over time.

A few successful initiatives are just the start of the journey. A bold and strategic vision is needed to go far and truly succeed. Our vision relies on investing in our people, as we believe they are the future of Elsewedy Electric.

We committed to reduce our carbon emissions by 36% in the next five years, as well as produce 30% renewable energy for our operations and become a world leader in integrated energy solutions by 2030.

— Manal Hassan
Group Sustainability Director &
Vice Chairman Elsewedy Electric Foundation

OUR KEY PRIORITIES FOR THE NEXT TWO YEARS:

ISO 50001 ENERGY MANAGEMENT

Kick-off a comprehensive Energy Management Program, including technical energy review, energy management and ISO 50001 certification

CIRCULARITY PROGRAM

Establish, adopt and implement a circularity Program for material and waste flows, paired with an integrated management system

DATA MANAGEMENT SYSTEM

upgrade across all factories Improve monitoring and management of our sustainability data through creating of an integrated and automated data management system

ACHIEVE SYNERGY & CO-BENEFITS

Better integrate various areas and facets of our sustainability efforts to identify and achieve synergy and co-benefits

ANNUAL REPORTING

Establish Sustainability & Carbon Footprint reporting system on an annual basis

PERFORMANCE AT A GLANCE

BASED ON 2019 RESULTS

Economic & Financial Data

Consolidated Revenue
46.6 bn EGP

Gross Profit
8.2 bn EGP

EBITDA
6.4 bn EGP

Net Profit after Minority
4.0 bn EGP

Environmental Data

GHG Emissions
58,958 MtCO2e
(Represents six companies, see Embedding our Environment section)

Energy
126.1 GWh

Water Consumption
10,252 m³

Wastewater
6,251 m³

Solid Waste
8,936 Tons
(represents six companies, see Embedding our Environment section)

Solid Waste Recycled
1,225 Tons

Emission Offsetting by Renewable Energy
184,000 tCO_2e

SUSTAINABLE DEVELOPMENT GOALS

OUR 2018-2020 PRIORITIES

- Advancing Our Technology
- Involving Our Suppliers
- Excelling in Our Business
- Embedding Our Environment
- Contributing to Our Community
- Addressing Our Investors
- Embracing Our People

OUR APPROACH TO SUSTAINABILITY

Management Success

- Optimization & Efficiency
- Quality in Every Detail
- Whole-system Integration
- Continuous Improvement
- Exceptional Customer Experience

Sustainability Strategy

- Social Investment
- Digitalization
- Compliance
- Circular economy
- Collaboration

5000 Suppliers
Europe, Asia, America & Africa and the Middle East

110 Countries
Exporting to

25
Production Facilities

Social Data

14,757 Employees
(Total in 2019)

Men **78%**

Women **22%**

Gender Ratio at Elsewedy Electric Group Headquarters

People, Education and Training

OHS trainings per employee	**25 hrs**
Managers receiving group HSE training	**100%**

Safety and health of employees and contractors

Resolved unsafe conditions	**89%**
Lost Time Injuries	**0.5**

Feedback

89% Proud working for the company

85% Believe Elsewedy operates in an ethical manner

KEY ACHIEVEMENTS
2018/2019

ELSEWEDY ELECTRIC RECEIVES THE MOST HONORED DISTINCTION FROM INSTITUTIONAL INVESTOR

THE AFRICA CEO FORUM

We actively participate in the Africa CEO Forum; an annual event gathering over a thousand of key personalities and decision-makers in the industry, finance, and politics from the African continent and around the globe.

SOUTH — SOUTH COOPERATION TROPHY 2019

The South-South Cooperation Awards Ceremony recognized Elsewedy Electric as the leading company committed to the development of Intra-African trade and investments, during the 6th edition of the International Africa Development Forum, organized by the Attijariwafa Bank Group and the Pan-African Private Investment Fund Al Mada.

SAFETY BREEDS EXCELLENCE — AIMING TO ACHIEVE ZERO ACCIDENTS

Employee safety is a priority for Elsewedy Electric Group.

In 2018 we had a significant improvement in the safety performance of the company and reduction of lost time injuries (LTI) compared to 2017 for both employees and subcontractors, while this positive trend continued in 2019, with an achievement of zero LTI at Elsewedy Electric PSP.

Zero Accidents

28.7%

Reduction in Lost Time Injuries (LTI)

ISO 29990

ELSEWEDY LEADS IN ACCREDITATION OF LEARNING SERVICES PROVISION, OBTAINING ISO 29990 TWO YEARS IN A ROW

The work of Elsewedy Technical Academy (STA) abides by the high-quality management system standard for providers of education and training services. STA is the first TVET certified school in the region.

PEOPLE, EDUCATION AND TRAINING

UNIVERSITIES SCHOLARSHIPS	+115
STA STUDENTS ANNUALLY	1200
INTERNS	280
NEW EMPLOYEES	416

2018 CSR Rating BRONZE ecovadis

ECOVADIS PROFILE — BRONZE

The ECOVADIS platform is important for our sustainability management system. The Bronze certificate obtained places us in the top 65% of industry performance.

43 GW/H
Generated

280K tons
Wires & cables capacity

23K+ KM
Transmission & Distribution

500 KV
Extra high voltage cables

ELSEWEDY IS THE FIRST COMPANY IN MENA COMPLYING WITH RIGOROUS GHG STANDARDS

Implementing ISO 14067 and 14064 standards allowed us to achieve greater traceability and transparency. We have also recently been certified by TUV NORD for the first factory in Egypt and the Middle East and Africa to produce Carbon Neutral Green Cables.

TÜV NORD

CERTIFICATE

TÜV NORD CERT Standard TN-CC 020
"Calculation & Verification of Carbon Footprints & Carbon Neutrality"

Elsewedy Cables
A3 Industrial Zone
10th Ramadan
Al Sharqia, 44629
Egypt

ELSEWEDY CABLES

TÜV NORD

CERTIFICATE

TÜV NORD CERT Standard TN-CC 020
"Calculation & Verification of Carbon Footprints & Carbon Neutrality"

Elsewedy Cables
A3 Industrial Zone
10th Ramadan
Al Sharqia, 44629
Egypt

ELSEWEDY CABLES

95%
Transparent supply chain, to the level of chemical composition of the components within Iskraemeco.

ISKRAEMECO
USD 36.7 Million Contract for Smart meters in Madagascar

EGYCABLES
EGP 583.7 Million Contract for Upgrade of the Cairo Regional Control Center

ROWAD
EGP 638.4 Million Contract for PODIUM 2 Project for AFCAC

GROUP OVERVIEW 02

Our Essence
Our Journey
Sectors We Serve
Innovative Products
Turnkey Solutions
Global Presence
Our Customers

Photo: EGYTECH Factory, Cables

02

GROUP OVERVIEW

Our Essence

Our impact spans from local to global, as much as our pursuit of perfection, with the pursuit of excellence at all levels.

Our Integrated Management System builds upon embedding external best practices and complying with leading global schemes while adopting rigorous internal requirements and providing opportunities for different entities to excel in their respective domains.

This results in a globally shared and consistent vision, values, and mission, which define the sectors we serve and let us provide effective turnkey solutions and outstanding innovative products to our clients.

Photo: Elsewedy Electric Automotive Cables

MISSION

To become a worldwide leader delivering energy services and values

VISION

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

VALUES

- **INTEGRITY** Be ethical,honest, and transparent
- **CUSTOMER EXPERIENCE** Deliver outstanding results that address real customer needs
- **EXCELLENCE** Excel in every aspect of business and focus on success
- **RELATIONSHIPS** Be responsible, build long-term alliances and strong networks
- **INNOVATION** Deploy cuttingedge technology and be one step ahead of change

SECTORS

- INDUSTRY
- TECHNOLOGY
- INVESTMENT
- CONSTRUCTION
- DEVELOPMENT

TURNKEY SOLUTIONS

- ELSEWEDY ELECTRIC — Power
- ELSEWEDY ELECTRIC — Power Transmission & Distribution
- ROWAD Modern Engineering — Construction & Infrastructure
- ELSEWEDY NETWORK — Project Development & Renewable Energy
- ELSEWEDY SOLUTIONS — Telecom Solutions
- SD ELSEWEDY INDUSTRIAL DEVELOPMENT BY ELSEWEDY ELECTRIC — Industrial Development
- ELSEWEDY TECHNOLOGY — Elsewedy Technology

INNOVATIVE PRODUCTS

- ELSEWEDY CABLES
- ELSEWEDY SEDCO
- iskraemeco BY ELSEWEDY ELECTRIC
- ELSEWEDY TRANSFORMERS

Our Journey

Elsewedy Electric started off as a family business with the aim of improving and adding value to the energy sector for our country. Since our beginnings in Egypt 80 years ago, we have diversified from a manufacturer of electrical components to a global provider of integrated energy, digital and infrastructure solutions. We pioneered energy management and efficiency, and smart working is still at the heart of what we do.

Our history has shaped who we are and how we are shaping the world today. The time-line of our journey reflects its key moments, showcasing how our experience, knowledge, and passion have grown over time until the present day.

Our growth has been based on a sound financial model and commitment to hiring and nurturing top talent. Today, we pride ourselves on being a major contributor to the Egyptian economy, with Group turnover in **2018** of **EGP 42.5 bn** and **EGP 46.6 bn** in **2019**.

At the heart of our approach is an integrated, all-in-one design, procurement, and installation service, providing our clients with support and expertise at every stage, from the inception of the project to completion and beyond.

1938
ZAKI SEWEDY GROUP
Started as supplier of electric materials

1962
ELSEWEDY COMPANY
appointed by the Egyptian Government as the main supplier of all electrical materials for the largest Hydro power Plant (High Dam) in Aswan.

1984
ARAB CABLES
Egypt's 1st Special Cables Production Plant

1996
EGYPLAST
Established to Produce PVC Compounds

1997
UNITED Industries
Special Cables, Fiberglass Poles; Enamelled Copper Wires; **ELASTIMOLD EGYPT**: Fully Integrated Cables Accessories plant

1999
UNITED METALS Copper Rods Manufacturer; **ELSEWEDY SEDCO**: Cable Joints and Terminations pioneer in Egypt

2002
GIAD ELSEWEDY CABLES
Sudan's first cables plant
ELSEWEDY CABLES BRAND

2003
EGYPTIAN ELECTRICAL Industry
Oil Transformers manufacturer extends presence beyond cables

2005
ELSEWEDY CABLES
Production Facility to serve the Levant markets

2006
ELSEWEDY ELECTRIC GHANA
Road Lighting Poles facility in Ghana
LISTED IN EGX

2007
ELSEWEDY INDUSTRIAL DEVELOPMENT
ELSEWEDY ELECTRIC: Full Integrated Service
UNITED WIRES: Production facility
ELSEWEDY ELECTRIC T&D
ELSEWEDY ELECTRIC POWER

2008
ALGERIA – ZAMBIA – ECMEI – ISKRAEMECO – M.TORRES Elsewedy
SEDCO: petroleum services for producing explosion-proof materials

2009
Cables KSA – ETHIOPIA DRY TRANSFORMERS
EGYPT; ROWAD RME: 80% acquisition

2010
RENAMED Elsewedy Electric;
SIAG Elsewedy TOWERS (SET);
DOHA CABLES;
Elsewedy Electric NIGERIA;
3W NETWORKS

2011
Elsewedy Technical Academy – STA

2014
Elsewedy Electric PSP

2014
SLP – Elsewedy Logistics properties

2018
SIEMENS collaboration
Three 4800 KW Combined Cycle Power Plants Beni Suef Power Plant
STA 2

2019
ELSEWEDY ENERGY COMMERCIAL
Operation at Benban Solar Park with an installed capacity of 130MW in partnership with EDF Renewables
ELSEWEDY TECHNOLOGY
ELSEWEDY UTILITIES RF ENERGY ACQUISITION

Sectors We Serve

5 Main Sectors

Industry, EPC, Technology, Investment, and Development

25 Production Facilities

85 Legal Entities

Photo: Elsewedy Transormers

INDUSTRY

- Wires and Cables
- Transformers
- Electrical Products
- Plastic Raw

EPC

- Power Generation
- Transmission and Distribution of Electricity
- Renewable Energy (Solar, wind, and hydropower)
- Civil Construction & Infrastructure
- Water Solutions (Treatment & Desalination)
- Oil & Gas
- Transportation

TECHNOLOGY

- Smart Energy Management
- Data Centers
- Digitalization and Cloud Offering
- Smart City & AI

INVESTMENT

- Independent Power Plants
- Utilities Development

DEVELOPMENT

- Industrial
- Logistical
- Commercial

Innovative Products

All Elsewedy companies cooperate seamlessly to offer our customers energy-related products in a one-stop-shop system through:

- Elsewedy Cables (cables and accessories)
- Elsewedy SEDCO and Elastimold (electrical products, Group A)
- Elsewedy SEDCO for Petroleum Services (electrical products, Group B)
- Iskraemeco (energy management systems)
- Elsewedy Transformers (transformers)

Building upon strategic synergies and consolidated, centralized information across the Group, we simplify the process of buying energy products for customers.

ELSEWEDY CABLES

Cables and accessories represent the largest sector of the Elsewedy Electric group.
Our 25 years in cable manufacturing, calibrated equipment, state of the art machinery, and high-quality raw materials guarantee satisfaction to our clientele around the world.

All products adhere to and comply with industry certifications, European standards, and other international and product-specific standards.

Cables and accessories are produced through nine divisions :

- Power Cables
- Special Cables
- Fibre Optic Cables
- Winding Wires
- Cables Accessories
- Raw Materials
- Insulators and Fittings
- Explosion-proof Equipment
- Fibre Glass Poles

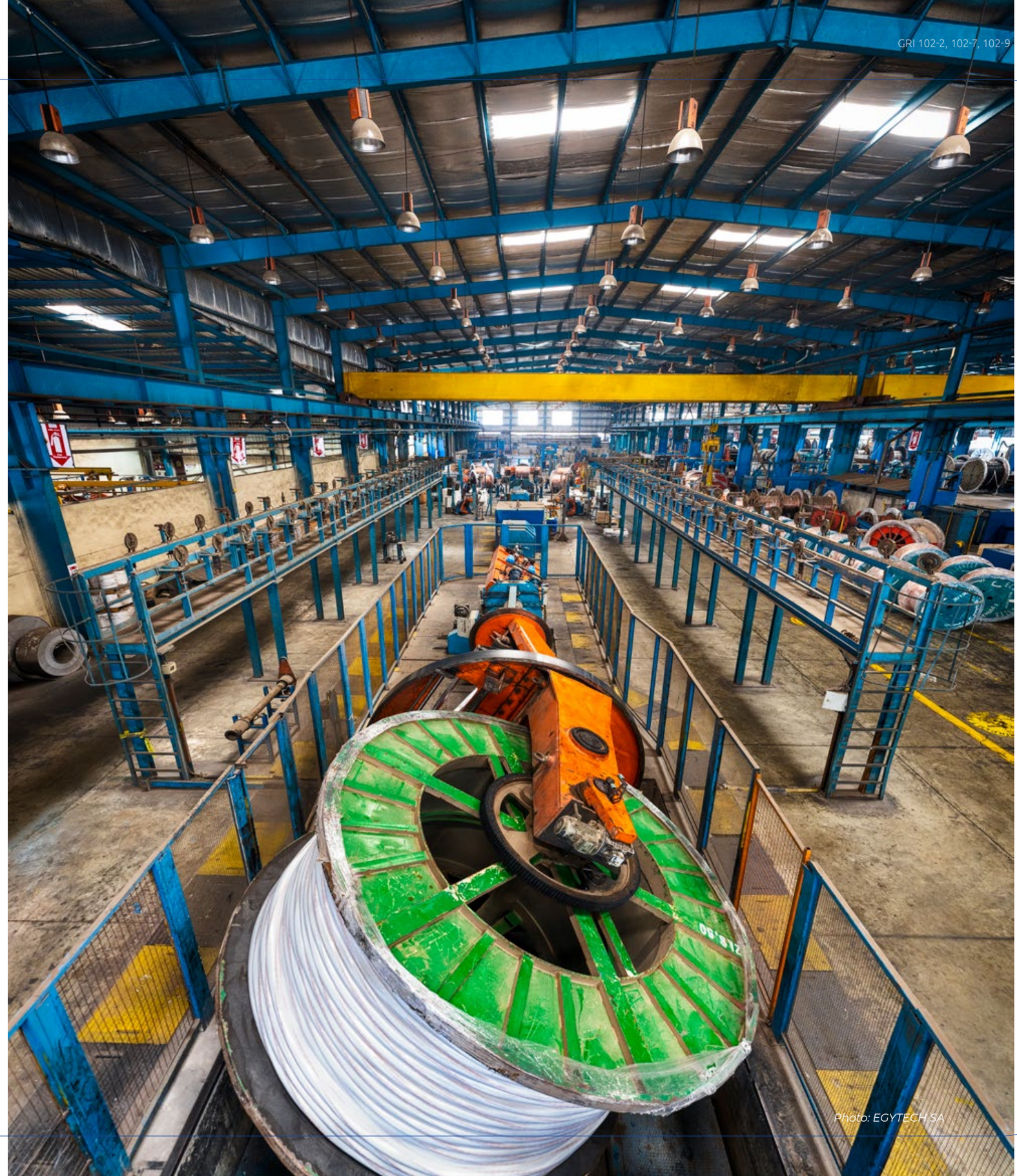


Photo: EGYTECH SA

ELSEWEDY EGYPLAST

At EGYPLAST, we create polymers compounding and processing with exceptional sustainability characteristics. Our portfolio is organized into five segments: PVC Compounds, Masterbatch, Special Compounds, PP Fibers, and Fiberglass Poles.

Today, EGYPLAST is one of the largest manufacturers of plastic compounds and Masterbatch in the Middle East and Africa, with an annual production capacity of **120000 tons.**

Photo: Elsewedy Egyplast

ELSEWEDY SEDCO AND ELASTIMOLD

Elsewedy SEDCO and Elastimold, a joint venture with Elastimold USA, produce, sell, and install cable accessories, including joints and terminations, with voltages up to 220 kV to both local and international markets.
State-of-the-art production equipment and adherence to the highest quality and testing standards set them apart from their competitors. Our Egyptian Company for Advanced Industries produces electrical products.

Through these three companies, we provide and install:

- Power cable joints of low, medium, and high voltage, up to 220KV
- Power cable terminations of low, medium, and high voltage, up to 220KV
- Cable accessories (metal and bi-metal parts)
- Cable link boxes

ELSEWEDY SEDCO PETROLEUM

Elsewedy SEDCO for Petroleum Services operates in the Middle East and Africa and is committed to becoming the leading integrated system provider of special electrical equipment for all projects classified as hazard areas across all sectors. It provides electrical bulk material for the oil and gas sector, including LNG, nuclear power stations and hazardous projects.

Our technology partnerships with numerous leading equipment manufacturers, such as Thomas & Betts, Indelec, CMP, Elastimold (an authorized distributor of Eaton Crouse Hinds) and Kortian ensure the highest standards of products and services.

Through for Petroleum Services we provide:

- Explosion-proof electrical equipment
- Industrial and hazardous area cable glands and accessories
- Cable accessories
- Earthling systems
- Lightning protection systems
- Solar street-lighting systems
- Cable trays, supports, and grating systems

Photo: Elsewedy SEDCO

TRANSFORMERS

Elsewedy Transformers entered the market in 2005 as a pilot program to manufacture a wide range of transformers that comply with the quality expectations of domestic and international markets. Its enormous success allowed Elsewedy Electric to expand our business line.

Our four plants in the Middle East and Africa develop world-class power transformers, as follows:

- Elsewedy Transformers – Egypt
- Elsewedy Transformers – Zambia
- Elsewedy Transformers – Algeria
- Elsewedy Electric – Nigeria

Our plants are fully furnished with state-of-the-art equipment managed by highly skilled engineers and technicians who ensure that every process, from design to dispatch, adheres to our quality benchmarks and international standards. Our transformers capacity is at 8,050 MVA.

Elsewedy Transformers offers products through the following divisions:

- Power Transformers
- Oil-immersed Transformers
- Cast-resin Dry Transformers
- Installation, Testing, Training, and Maintenance

ISKRAEMECO

The name of the company comes from Iskra, the Slovenian term for "spark." Elsewedy Electric acquired Iskraemeco (Slovenia) in 2008 to consolidate our presence in the European market.

We have production facilities in four continents and over five million meters in operation, including a metering market share of 67% across EU members and 17% in Africa and the Middle East. Iskraemeco is also a leading metering provider in Germany, Netherlands, Egypt, and the KSA.

As one of the world's most advanced producers of metering equipment and services, we believe that sustainability, consumer satisfaction, and operational efficiency are key to building a smarter grid system.

Iskraemeco meters address diverse market demands while offering a variety of communication options, helping energy companies shape the future of energy generation and management.

We provide our customers with comprehensive solutions for efficient energy management.
The integration of our products into existing business processes is fully supported by professional services.

All products are provided by our factories operating under Elsewedy Cables

EgyTech Cables	United Industries	Elsewedy Cables Egypt	Elsewedy Cables Algeria	Elsewedy Cables KSA	Doha Cables	Elsewedy Cables Ethiopia	Elsewedy SEDCO
Elsewedy SEDCO for Petroleum Services	United Metals	United Wires	EGYPLAST	UEIC	ECMEI	Elastimold	

Photo: ISKRAEMECO

TURNKEY SOLUTIONS

Elsewedy Electric's turnkey solutions segment delivers power-station and electric-generating technologies and assets and technologies for transmission and distribution networks on an engineering, procurement, and construction basis (EPC).
We focus on servicing the power sector with strong capabilities that extend to large and complex industrial, commercial, and infrastructure projects. We offer superior turnkey solutions via the following business lines:

- Elsewedy Electric PSP (power generation)
- Elsewedy Electric T&D (power transmission distribution)
- Elsewedy Cables (high-voltage and OPGW cables)
- Rowad Modern Engineering (construction infrastructure)
- Elsewedy Power (project development and renewable energy)v
- 3W Networks (telecommunications solutions)
- Elsewedy Development (industrial development)

Our capabilities across the project life cycle include:

- Engineering, procurement, and construction (EPC)
- Development and investment
- Financial solutions
- Project services, including feasibility studies, commissioning, etc.
- Operation, management, and maintenance

Our track record demonstrates our priority of delivering safe, timely, and high-quality solutions at competitive prices, regardless of the project's conditions or deadlines. This has allowed us to be a leading player in EPC activities across the Middle East and Africa.

ELSEWEDY ELECTRIC POWER SYSTEMS PROJECTS

Our Power System Projects (**PSP**) business line is considered to be a major emerging EPC contractor with extensive experience in power generation and HV substation projects.

When we acquired PSP, its revenues made up **5%** of Group revenues. Today, Elsewedy PSP provides EPS services through our multi-faceted full-time project management services, including electrical and mechanical EPS, testing, commissioning, and project support services.

We serve power, industrial, infrastructure, and utilities sectors.

OUR T&D SEGMENT COVERS ALL PHASES OF BUILDING ELECTRICAL LINES AND SUBSTATIONS:

1. Selection of the technology and routes
2. Functional description of equipment adapted to needs
3. Design and engineering studies
4. Construction and project management
5. Testing, commissioning, handover

ELSEWEDY ELECTRIC TRANSMISSION AND DISTRIBUTION

Our Transmission and Distribution segment handles the design, engineering, and procurement for electrical power transmission and distribution projects, including management of installation activities, on a turnkey basis. We aspire to be a global leader in providing safe and environmentally friendly energy solutions to the growing infrastructure needs of our clients.

Our integrated energy solutions serve the complete value chain of the energy sector, from power generation to transmission and distribution.

We provide employment opportunities to Egyptian workers, who gain valuable experience and skills, up-holding our Group-wide goal of expanding employ-ment opportunities for Egyptians.

Our work encompasses the following:

- Mobile turbines
- Renewable energy (wind and solar)
- Overhead transmission lines
- Distribution networks
- Substations
- Underground Cables
- Infrastructure
- Rural Electrification
- Street Lighting
- EPC services in the Oil & Gas industry
- EPC services in the Water Solutions industry
- EPC services in the Transportation (Signaling, Track Works, Underground, Ports (Sea, Dry, and Air), Track Control, Telecom & Smart Solutions)

ELSEWEDY TECHNOLOGY

Elsewedy Technology is a technology integrator specializing in the design, management, and implementation of today's changing technology environments to improve business operations and efficiency, reduce costs, and advance business processes through the adoption and usage of diverse technology solutions.

Our fully-fledged Digital Transformation Solutions are provided through two primary business units; the ICT Solutions Business Unit and the Smart Solution Business Unit.
We work with companies of all sizes and industries to drive revenue growth and operational efficiency.
Our work encompasses the following:

- Smart Transportation Solutions
- Smart Buildings/Cities Solutions
- Data-center Infrastructure
- Security Solutions
- Networking Infrastructure
- IT Intelligence
- Cloud Solutions

3W NETWORK

3W Networks is the largest telecoms and security systems integrator operating in the Middle East, Africa, and the Asia Pacific regions.
3W Networks focuses on providing integrated communication solutions to oil & gas, power and water, telecom operators, transport, and commercial sectors.

We offer clients a wide range of complete and fully-integrated turnkey solutions that suit any application involving telecommunication and networking, ELV, cybersecurity, and Cloud & IoT.

What we do:

- Consulting and telecom front-end engineering design (FEED)
- Detailed design and engineering
- Project management
- System integration and factory acceptance testing (FAT)
- Installation and integrated system testing and training
- Support, operation, and maintenance

Our Turnkey Solutions:

- Telecommunication and Networking
- ELV System
- Cybersecurity
- Cloud and IoT

We serve the following sectors:

- Oil and gas
- Power and water utilities
- Transport
- Telecom operators
- Commercial

ELSEWEDY DEVELOPMENT

Elsewedy Electric believes in community development and understands the role of the private sector in sustainability.

Through Elsewedy Development we serve our society in an efficient and responsible manner, offering development solutions through two companies, Pyramids Industrial Parks (industrial) and Elsewedy Logistics Properties (logistics).

All industrial parks include clusters for food processing, engineering, textiles, building materials, other clean industries, and logistics.

PYRAMIDS INDUSTRIAL PARKS

Pyramids Industrial Parks (PIP) is Egypt's leading master industrial developer with a current land bank of 5 million square meters.

Our specialized partners include Elsewedy Electric, SIAC Holding, EL CONSORCI de la Zona Franca Barcelona, GAFI, Industrial Development Authority, and Al Oula Real Estate Development.

Through these partnerships we have developed three industrial parks:

- Industria West
- Industria East
- Al Oula

PIP industrial parks provide the following utilities:

- Irrigation tanks
- Drainage and irrigation networks
- Natural gas networks
- Water tanks
- Surveillance cameras
- Distributors rooms
- Domestic water networks and fire fighting
- Communication networks
- Electricity networks
- Street lighting
- Road networks
- Water treatment stations

ELSEWEDY LOGISTICS PROPERTIES

Elsewedy Logistics Properties (**SLP**) was established in 2017 as a direct result of our success with Pyramids Industrial Parks and Al Oula Industrial Parks Development.

SLP aims to be the leading company in the Middle East and Africa in the field of logistical properties and adjacent specialized logistics solutions.

SLP One is the company's first state-of-the art logistical property with 14,000 square meters of warehouse space, managed by DB Schenker Egypt with whom we have joint development plans for innovative and sizable logistics assets across Egypt, the Middle East, and Africa.

ELSEWEDY POWER

Elsewedy Power develops, designs, builds, owns, and operates assets in the power industry covering power generation, transmission, and distribution.

In cooperation with experienced developers, EPC contractors, and equipment suppliers, we provide outsourced corporate capabilities and expertise, focusing on clients in emerging and growing markets where Elsewedy Electric Group is already established.

Our solutions focus on:

- Transmission and distribution
- Rural electrification
- Independent power

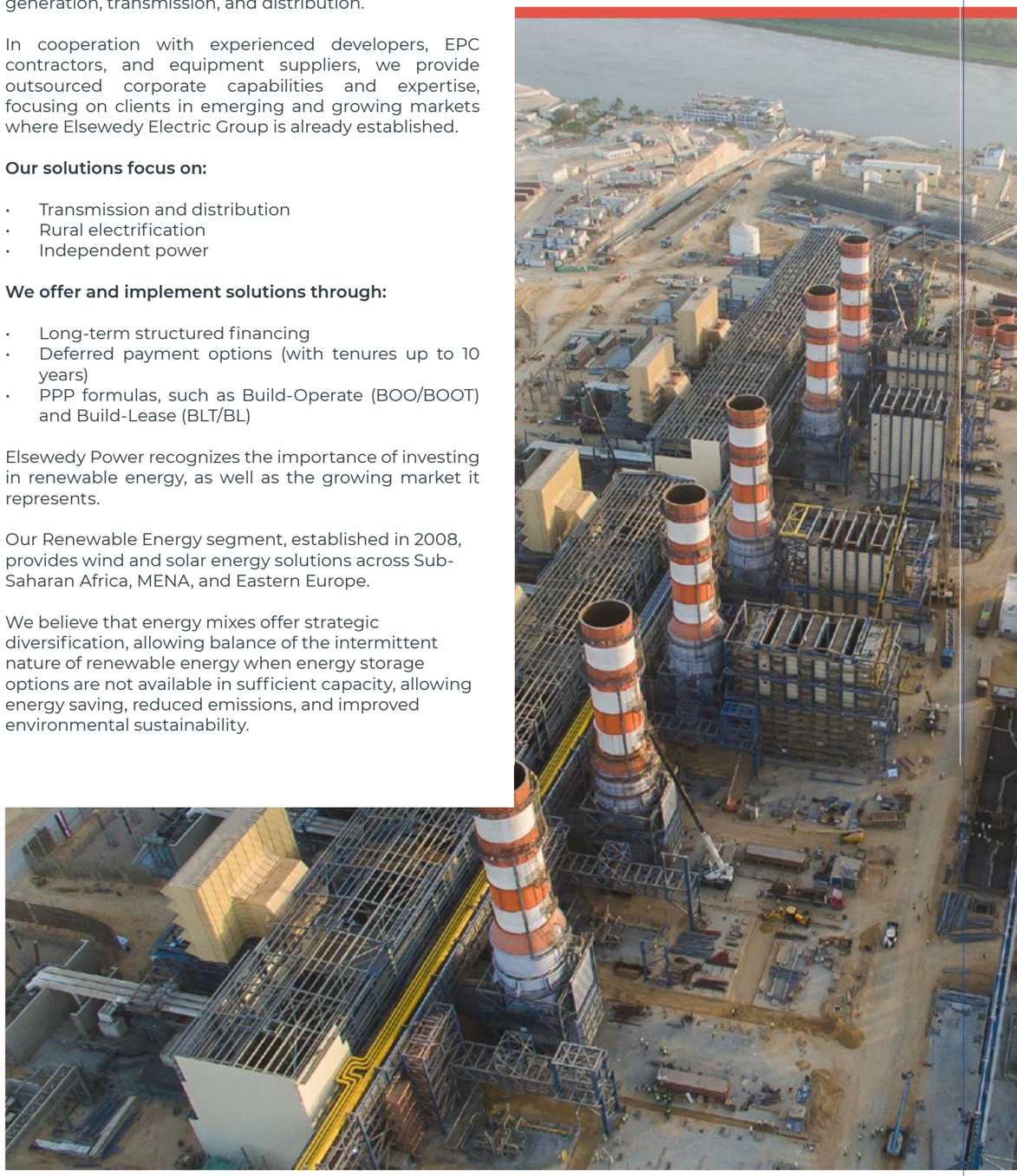
We offer and implement solutions through:

- Long-term structured financing
- Deferred payment options (with tenures up to 10 years)
- PPP formulas, such as Build-Operate (BOO/BOOT) and Build-Lease (BLT/BL)

Elsewedy Power recognizes the importance of investing in renewable energy, as well as the growing market it represents.

Our Renewable Energy segment, established in 2008, provides wind and solar energy solutions across Sub-Saharan Africa, MENA, and Eastern Europe.

We believe that energy mixes offer strategic diversification, allowing balance of the intermittent nature of renewable energy when energy storage options are not available in sufficient capacity, allowing energy saving, reduced emissions, and improved environmental sustainability.



ROWAD MODERN ENGINEERING

Rowad Modern Engineering is one of Egypt's most reputable contractors with a growing business in Algeria, North Africa, Chad, and Mozambique.

Through our partnerships with major international civil engineering and specialist contractors, we undertake multidisciplinary projects of large scale and high complexity, delivering to the highest standards, error-free.

Our customer satisfaction program serves as our guiding reference; it guarantees our quality and ensures we deliver beyond the markets' requirements.

We offer our services in the following areas of:

- Infrastructure
- Industrial and power
- Commercial and specialized buildings
- Monument restoration and structural repair
- Reinforced earth systems.

We serve the following sectors:

- Infrastructure
- Industrial
- Power
- Commercial

ELSEWEDY CABLES

Elsewedy Cables holds **97%** of the Egyptian market and serves the MENA region, including the Gulf, Turkey, and select Asian countries.

We supply and install high-voltage and optical ground wire (**OPGW**) cables across the globe.

With an annual production capacity of **22,800 tons**, **70%** of which to meet export demand, we are the leading cable manufacturer of high-voltage (HV) and extra-high-voltage (EHV) cables, up to 500KV, in the Middle East.

Our OPGW installation method (both offline and live-line), which enables installations with both circuits energized, is a leading innovation in the industry, setting Elsewedy Cables apart from competitors.

We offer integrated solutions for power transmission, power generation, EHV substations, and infrastructure projects on an EPC basis.

OUR CUSTOMERS

At Elsewedy Electric, our customers' satisfaction drives our strategy in all our operations, functions, and roles, with the aim of providing the best integrated energy solutions on the market, ensuring quality, efficiency, and timeliness of every product and services.

Our activities adhere to all national and local laws and regulations while upholding the integrity and reputation of our global brand.

OUR KEY EXPORT MARKETS

Austria	India	The Netherlands
Bahrain	Iraq	Qatar
Belgium	Italy	Russia
Brazil	Jordan	Rwanda
Bulgaria	Kazakhstan	Saudi Arabia
Congo	Kenya	South Africa
Congo	Kuwait	Spain
Cyprus	Libya	Tunisia
Equatorial Guinea	Madagascar	UAE
Ethiopia	Malawi	Uganda
Eritrea	Morocco	United Kingdom
Finland	Mozambique	Uruguay
France	Oman	Zimbabwe
Germany	Pakistan	

OUR CLIENTS FOR ENGINEERING AND CONTRACTING SERVICES

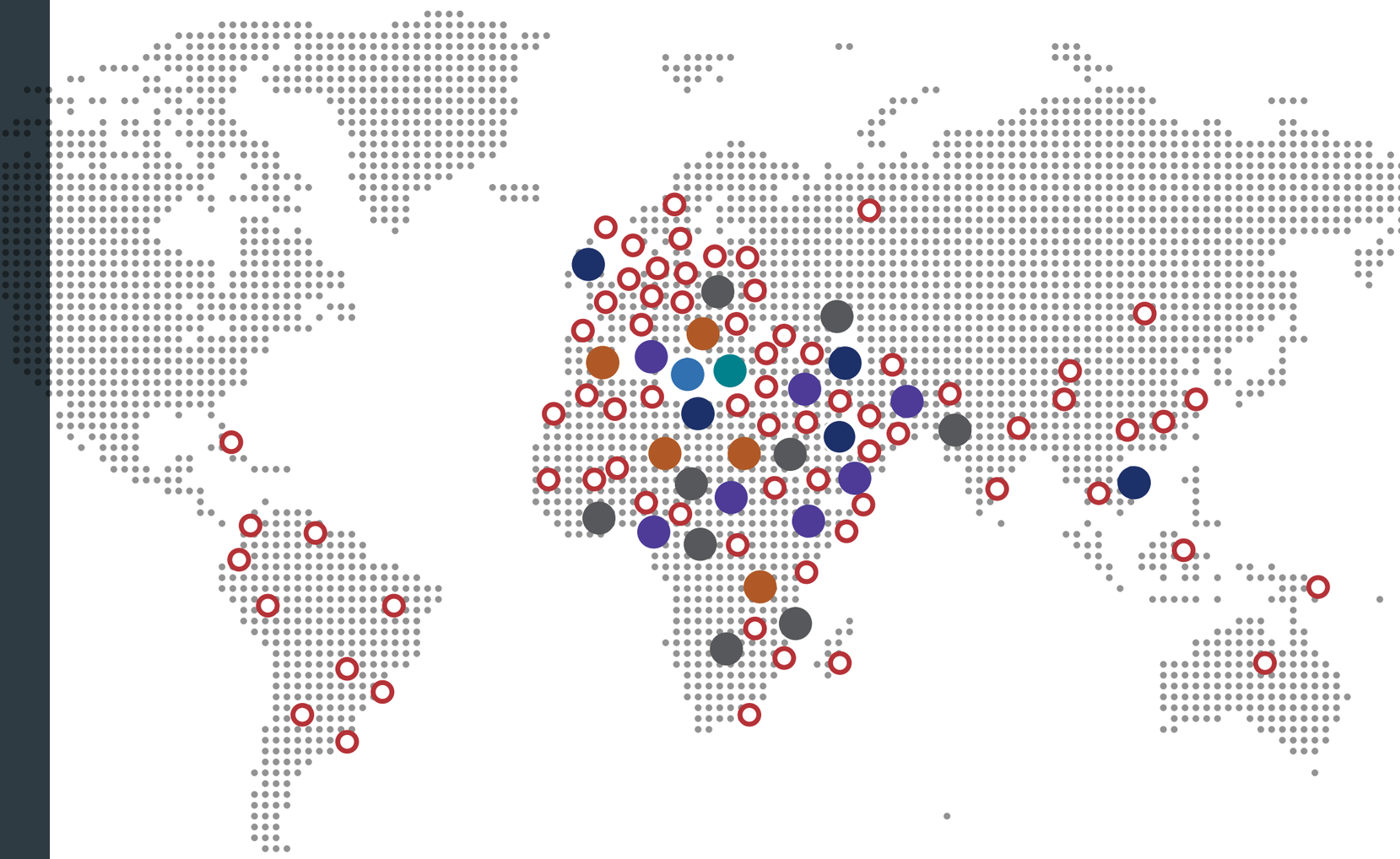
Algeria	Ethiopia	Rwanda
Argentina	Iraq	Saudi Arabia
Chad	Ghana	UAE
Cameroon	Mozambique	Zambia
Egypt	Niger	
Equatorial Guinea	Nigeria	

Global Presence

Our global presence can be categorized into the following main areas:

25 PRODUCTION FACILITIES

EXPORTING TO **110** COUNTRIES



TELECOM

RENEWABLE ENERGY

PROJECTS & DEVELOPMENT

EXPORT

CABLES & ACCESSORIES

ELECTRICAL PRODUCTS

METERS

TRANSFORMERS

Our commitment to corporate responsibility builds upon a comprehensive materiality assessment, incorporating a wide range of our impacts, and integrating multiple stakeholder perspectives. This enables us to combine financial and non-financial considerations and to prioritize our actions with a focus on issues that are critical for achieving our goals, securing our business model, and manage our impact on society.
We distinguish five groups of primary stakeholders which are of paramount importance to our success.

Photo: Elsewedy SEDCO

STAKEHOLDERS & MATERIALITY

03

Stakeholder Analysis
Materiality Assessment
Materiality Matrix

Just because events are beyond our control, it doesn't mean their impacts can not be anticipated, evaluated and mitigated.

— Frederic Abbal
Chief Operating Officer

03

STAKEHOLDERS & MATERIALITY

Stakeholder Analysis

Our commitment to corporate responsibility builds upon a comprehensive materiality assessment, incorporating a wide range of our impacts, and integrating multiple stakeholder perspectives.
This enables us to combine financial and non-financial considerations and to prioritize our actions with a focus on issues that are critical for achieving our goals, securing our business model, and manage our impact on society.
We distinguish five groups of primary stakeholders which are of paramount importance to our success.

Employees

Employees expect excellent working conditions and opportunities to grow within the company while being recognized for their achievements.
Our employees are our biggest and most valuable asset. At Elsewedy, we strive to support employee satisfaction, enabling people to develop skills and knowledge by focusing on talent management and encouraging collaboration.
Wellbeing at work is our priority, and employee engagement mechanisms are deployed within all our entities, while dedicated marketing efforts promote the brand appeal.

Investors and Analysts

Investors expect profitability, clarity and transparency. They need to be informed about the Group strategy and how Elsewedy Electric will allocate its resources.

At Elsewedy we develop long-term relationships with investors by carefully considering their needs and expectations, publicly disclosing sustainability KPIs & integrating non-financial and long-term factors. We also prioritize transparency, credibility integrated approach to consolidate all information.

Communities and Society

Civil society and local communities expect a positive socio-economic impact from the Group's operations, job creation, new technologies, and the use of digital solutions to drive progress while preserving the environment.

At Elsewedy Electric, we reduce and offset environmental impacts (constituting savings), generate sustainable profits on operations to support innovation (high performance), and have a positive and long-term impact on local economies (sustaining license to operate).

Suppliers

Suppliers expect a long-term contractual relationship, based on trust, fairness and shared values. At Elsewedy Electric we have developed a strong ecosystem of suppliers, helping them build new services and reach new markets.
We guarantee high quality, create synergies within the business ecosystem & minimize risks within the supply chain through collaborations, knowledge sharing and promoting efficiency.

Clients and Partners

Clients expect to benefit from the right resources, digital tools, and expertise to meet their own challenges and develop their own businesses.
They expect Elsewedy Electric to be a dependable, resourceful, and committed partner on their resource access and digital transformation journey.

At Elsewedy Electric, we are committed to customer satisfaction, developing market shares & building competitive advantages by investing in client trust. We power innovative mindsets and anticipate client needs and few steps ahead.

Materiality Assessment

Materiality assessment represents the process of identifying, refining, and assessing potential environmental, social, and governance issues that could affect our company and stakeholders.

Below, we outline materiality assessment as conducted for the first time at Elsewedy Electric, starting from preliminary activities that led to it and closing with further steps aimed at ensuring its long-term.

Photo: Elsewedy Electric Sustainability Team

STEP 01 ACTIVITIES PRECEDING MATERIALITY ASSESSMENT

Elsewedy Electric holds annual interviews with Executive Committee members and Business Unit managers to discuss relevant material topics.
We apply independent standards such as the GRI standards to help prioritize our activities and carry out benchmarking against other companies in the energy sector to identify best practices and improve our strategies, activities, and reporting.
Building upon previous activities, this report presents our first complete materiality assessment aimed to determine, rate, and prioritize our material topics in a structured and inclusive manner.

STEP 02 MATERIAL TOPICS IDENTIFICATION AND SURVEY DESIGN

Based on previous knowledge, analysis of sustainability risks and opportunities, industry landscape, and broader social, ecological, and economic trends, we have brainstormed a large number of prospective topics. We further refined the list to exclude unclear, irrelevant, or repetitive options, leading to 32 material topics included in the survey across four broad areas - 5 governance, 11 social, 11 environmental, and five economic topics. A questionnaire allowed us to rate each topic on a scale from not important to extremely important.

STEP 03 DATA COLLECTION

An online survey to collect stakeholder inputs was sent to the top management group, consisting of Directors and CEOs of the various entities within Elsewedy Electric and to the general stakeholders, represented by employees, banks, and consultants. We received a total of 36 responses from the general stakeholders and 11 from the top management group, adding to a total of 47 responses.

STEP 04 PRIORITIZING MATERIAL TOPICS

Based on the conducted data analysis, we were able to prioritize the topics from low to high importance for both Elsewedy Electric and general stakeholders, and create a materiality matrix. The matrix summarizes Elsewedy Electric's material topics across three pillars of sustainability. The X-axis Represents Top Management Results, and the Y-axis represents the Stakeholders' Results.

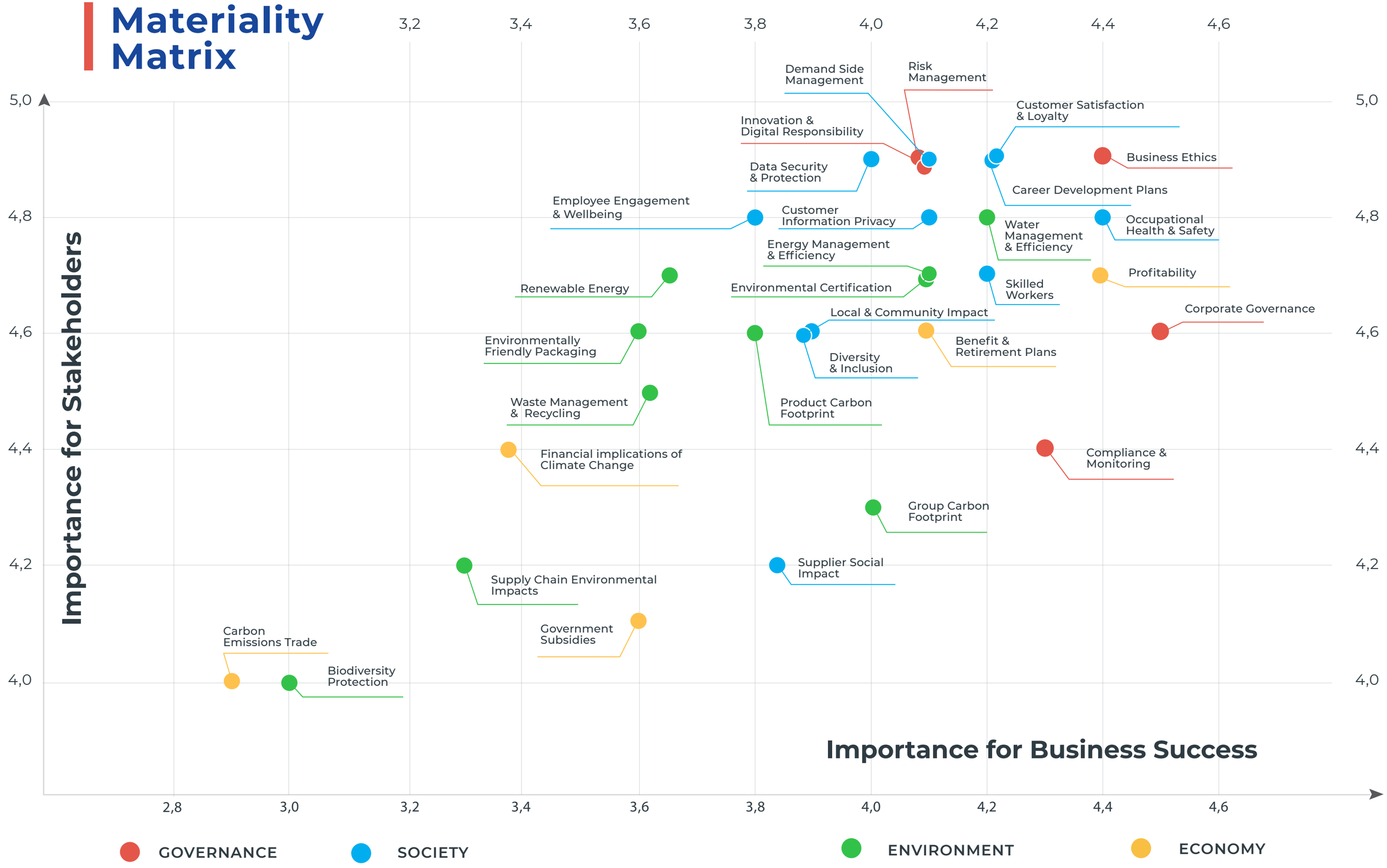
STEP 05 FROM MATERIAL TOPICS TO STRATEGIC PRIORITIES

A clear understanding of priority material topics allowed us to focus on issues that matter most and helped guide our strategic choices and decisions about specific trajectories of work, projects, and programs. It also served as a foundation for defining priorities and areas of focus for our sustainability strategy.

STEP 06 SETTING UP REGULAR MATERIALITY ASSESSMENT

Starting from the current reporting period, we will conduct an annual materiality assessment to understand what matters for our business and stakeholders across the value chain.
We will also continuously update the design of the assessment, topics, and data collection process to ensure effective and nuanced representation of interests across various geographies and stakeholder groups.
We also aim to ensure that all material topics are reported with consideration of the GRI 103: Management Approach 2016 Standard requirements towards disclosures.

Materiality Matrix



SUSTAINABILITY MODEL

04

Global Energy Landscape

Managing Sustainability Risks

Sustainability Priorities 2018-2019

Policies & Procedures

Sustainable Development Goals

Photo: Elsewedy EGYTECH

SUSTAINABILITY MODEL

04

Global Energy Landscape

Energy is crucial to providing most of the goods and services in the modern world. Stable, reliable, inclusive, and affordable energy helps to maintain and improve the living standards of billions of people. The quality and form of the energy, and the infrastructure to ensure production, transport, and distribution are other essential elements of modern energy systems.

Further, the infrastructure should be built in an economically and environmentally viable manner, balancing short-term with long- term costs, as well as positive and negative externalities.
It has to minimize the impact on climate change while being sustainably adapted to it and serving real community needs.

If implemented with proper consideration of relevant factors, the transition to sustainable energy systems provides an opportunity to address multiple environmental, economic, and development needs. Addressing the sustainability triple bottom line energy presents several opportunities:

Further, sustainable and inclusive energy is linked to multiple other benefits, such as reduced inequality and crime rates, better financing at different levels, and secure social services.
All this makes sustainable energy an essential aspect of government agendas linked to most, if not all, other areas of their work.

Energy is crucial to resolving complex sustainability challenges and meeting multiple development objectives.

Now, and in the decades ahead, it will remain one of the key policy priorities, supporting progress towards a more peaceful, equitable, and humane society, and contributing to the preservation of the integrity of natural ecosystems.

Combined with digital innovation, sustainable energy systems of the future will witness immense opportunities to deliver efficient and high-quality services.
By effectively managing supply chains, establishing direct communication channels with clients, and extended control of performance, it will be possible to provide highly tailored solutions and achieve continuous improvement.

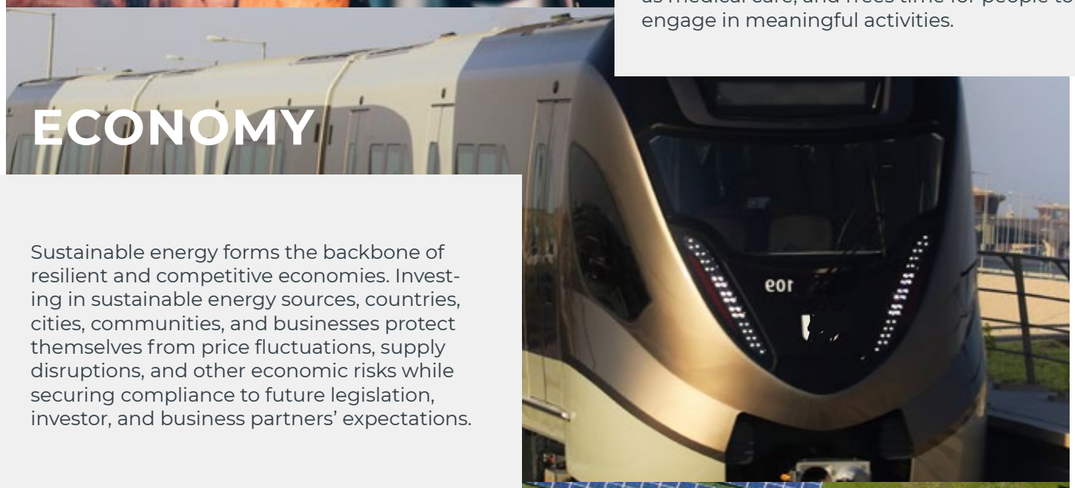
Whether it is at an administrative level or through specific meters to control production and consumption, digitalization is here to stay, and we are keen on fully embracing and utilizing its potential.

Building upon long-term vision, industry-leading expertise, and a strong network of partners, we are ready to push new frontiers of innovation to help build a sustainable energy future.

At Elsewedy Electric we believe in the collective wisdom and power of humanity to facilitate global transition towards sustainable energy future.

SOCIETY

Improved access to clean, affordable, high-quality fuels and electricity helps to reduce poverty, easing the day-to-day struggles to secure basic means of survival. It also enhances educational opportunities, facilitates the delivery of essential services, such as medical care, and frees time for people to engage in meaningful activities.



ECONOMY

Sustainable energy forms the backbone of resilient and competitive economies. Investing in sustainable energy sources, countries, cities, communities, and businesses protect themselves from price fluctuations, supply disruptions, and other economic risks while securing compliance to future legislation, investor, and business partners' expectations.

ENVIRONMENT

It is becoming increasingly clear that humanity's current energy sources and habits must change to protect ecosystems and human health. By spurring the development of alternatives to today's conventional fuels, a sustainable energy transition will help to ensure energy security at all scales and ecological resilience.

Managing Sustainability Risks

We analyzed, assessed, and developed mitigation strategies to sustainability risks based on five drivers related to energy transition: markets, regulation, technology, environment, and reputation.
The risk groups and factors are considered under a low carbon scenario and listed below, along with the main mitigation actions.

	RISK FACTORS	MITIGATION ACTIVITIES
MARKETS	• Decline in hydrocarbons demand • Loss of results and cash flows • Stranded assets • Decreasing shareholders' returns • Price fluctuations	• Transition to renewable energy • Adoption of sustainable business models • Assets aligned with low-carbon scenarios • Increase in the share of natural gas • Assets aligned with low-carbon scenarios
REGULATIONS	• Rising operation and investments costs for hydrocarbons • Cuts to fossil fuel subsidies • Higher carbon tax	• Make investments more robust to regulatory changes • Research on sustainable energy options
TECHNOLOGY	• Hydrocarbons demand declines with breakthroughs in renewables, energy storage, and sustainable mobility	• Invest in sustainable infrastructure • Lead transition rather than catch up • Research emerging environmental risks across the value chain
ENVIRONMENT	• Interruptions of industrial operations • Damage to plants and infrastructures • Recovery and maintenance costs • Employee health and productivity deterioration	• Additional technical measures to protect critical infrastructure in most exposed and vulnerable areas • More stringent design criteria for new projects • Advance environmental monitoring and control • Adopt early warning systems and improve emergency action plans • Diversify portfolio across geographies and less vulnerable sectors
REPUTATION	• Impacts on stakeholders' relations • Impacts on stock price • ESG scores and investor views	• Maintain effective sustainability governance • Set and achieve science-based climate targets, Align goals with SDGs and other global and national priorities • Ensure transparent disclosures and reporting in line with key standards • Support effective communication of goals and progress on SDGs and climate • Foster partnerships for sustainability with a wide range of stakeholders

Sustainability Priorities 2018-2019

Combining results of the materiality assessment with a thorough analysis of relevant trends, challenges, risks, and opportunities, we were able to define seven sustainability (material) priorities, further divided into action areas.

This served as the foundation of our sustainability strategy during the past two years and allowed us to effectively frame and distribute our efforts, achieving a well-balanced contribution to different facets of sustainable development, combined with the strategic development of our companies.

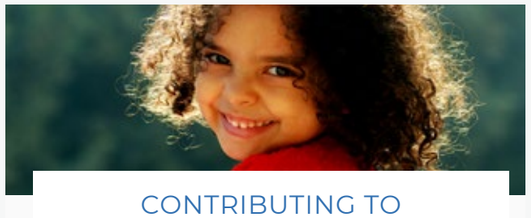
This also allowed us to create a clear reference and monitoring framework for various activities, laying the foundations for more effective planning and action.

ADVANCING OUR TECHNOLOGY

- Digitalization
- Technology Roadmap
- Smart Environment & Cities

EMBRACING OUR PEOPLE

- Working Conditions
- Diversity & Inclusion
- Health & Safety
- Training Development



CONTRIBUTING TO OUR COMMUNITY

- Accessible Education
- Better Health
- Inclusive Development

ADDRESSING OUR INVESTORS

- Generating Value
- Our Shareholders
- Financial Performance
- Investment Projects

EMBEDDING OUR ENVIRONMENT

- Environmental Steward-ship
- Green Facilities
- Sustainable Energy
- Waste Management
- Environmental Projects

INVOLVING OUR SUPPLIERS

- Building Relationships
- Procurement Process
- Circular Supply Chains
- Supply Chain Integration

EXCELING IN OUR BUSINESS

- Governance & Management
- Corporate Strategy
- Standardization & Certification
- Research, Development & Innovation
- Internal Audit & Risk Management
- Compliance & Legal Systems Fair Business Practices

Sustainable Development Goals

Sustainable Development Goals (**SDGs**) form the basis of our sustainability efforts and help us strategically address pressing global challenges. Our strategy embraces all 17 SDGs either directly through our actions or indirectly through the impact of those actions.

The SDGs allow us to frame our business within a wider perspective that takes into account social and environmental impacts, also embracing their interconnected and mutually dependent nature.

GRI Community
Elsewedy Electric
2020

SUSTAINABLE DEVELOPMENT GOALS

Policies & Procedures

Our policies and procedures ensure we cover all commitments that are important for Elsewedy Electric, as well as ensure compliance throughout the organization.
They are shared with all Elsewedy Electric employees, and controls of compliance are performed according to our quality standards.

HUMAN RESOURCES

- Employees Transportation Safety Policy
- HR Measures and Reporting Policy
- Medical Care Policy in Egypt
- Mobility Policy
- Overseas Travel Policy
- Recognition Policy
- Training and Development Policy
- Complete HSE Policy/Manual
- Employment Contract
- Termination of the Employment Procedure
- Employees Loans Policy
- Employees Orientation Policy
- Complaints Hot-line
- Employment Policy
- Performance Management Policy
- Termination Policy
- Accidents Investigation & Reporting Policy
- Education Support Policy
- Employees' Attendance Policy
- Employee Leave Policy
- Employees Benefits Policy in Egypt
- Employees End of Service Policy
- Employee Transfer Policy

COMPLIANCE & LEGAL SYSTEMS

- Incorporation of Companies
- Liquidation of Companies
- Board of Directors and General Assemblies
- Commercial Registers
- Powers of Attorneys and Delegations
- Licenses, Permits, and Security Clearances
- Preparation of the Companies' Bylaws
- Cooperation with the Finance Department
- Signatures Authorities
- Commercial Papers
- Letters of Guarantee and Letters of Credit
- Cooperation with HR
- Whistleblowing Procedures
- Internal Investigations
- Personnel Files
- Code of Conduct
- Conflict of interest guidelines
- Anti-corruption and bribery policy
- Economic sanctions program
- Due diligence process
- Fraud Control Policy
- Tax compliance
- Disciplinary sanctions
- Insurance

HEALTH, SAFETY & RISK MANAGEMENT

- Occupational Health and Safety Standards compliant With Egyptian Laws, IFC PS2 & WBG EHS Guidelines
- Internal Audit & Risk Assessments
- Identification of Health Hazards
- Assess Exposure and Impact
- Control of Noise and Air Pollution
- Heat and Exposure Monitoring and Control
- Regular Medical Care
- Emergency Medical Care
- Voluntary Vaccination Programs,
- Occupational Health Surveillance
- Safe Transport, Accommodation, and Food (On-site Canteen)

ENVIRONMENT & OPERATIONS

- Tracking & Optimizing Resources Consumption for Energy & Water
- Environmental Policy
- GHG Emissions Control and Monitoring
- Environmental Performance Monitoring, Reviewing, and Reporting
- Creating a culture of
- Environmental awareness
- Promoting sustainable lifestyles, practices, and techniques
- Minimizing hazardous waste
- Reusing and recycling
- Monitoring Potential Impacts
- Surface Water Quality
- Ground Water Quality
- Ambient Noise
- Offsetting Unavoidable Impacts
- Construction Site Restoration and Offsetting Impacts
- Operations Sustainability

ICT & DIGITALIZATION

- Business Analysis
- Enterprise Architecture
- Information Security Policies and Procedures
- Project Management
- Testing
- Partner Relationship Management
- Sales force Automation
- Configure, Price, Quote
- Customer Relationship Management
- Supervisory Control and Data Acquisition
- Enterprise Resource Planning
- Distributed Control System

EXCELLING IN OUR BUSINESS

05

Governance
Organizational Structure
Management Approach
Corporate Strategy
Standards & Certification
Research, Development & Innovation
Internal Audit & Risk Management
Compliance System
Legal System
Fair Business Practices

— Sadek Elsewedy
Non-Executive Chairman

05

EXCELLING IN OUR BUSINESS

Governance

Elsewedy Electric's board of directors is responsible for steering and overseeing of the company management and business in the best interests of the shareholders and in-line with good corporate citizenship practices.
The board consists of highly qualified individuals who are experienced and skilled in their respective fields. Each executive committee member is responsible for a business, region, function, and/or industry segment.

The board selects and monitors top management, provides oversight for financial reporting and legal compliance, determines our governance principles and policies.
The board, together with management, establishes the company's operating values and code of conduct, as well as sets strategic directions and priorities, including the definition of our sustainability strategy and goals.

Being aware of the global challenges, the board assumes responsibility for stakeholder relations.

The board and its committees carefully monitor the progress of all business lines, companies, and services around the world, while ensuring that our strategy, vision, mission, and core values continue to guide all business activities and advocates for a professional, transparent, and ethical approach.

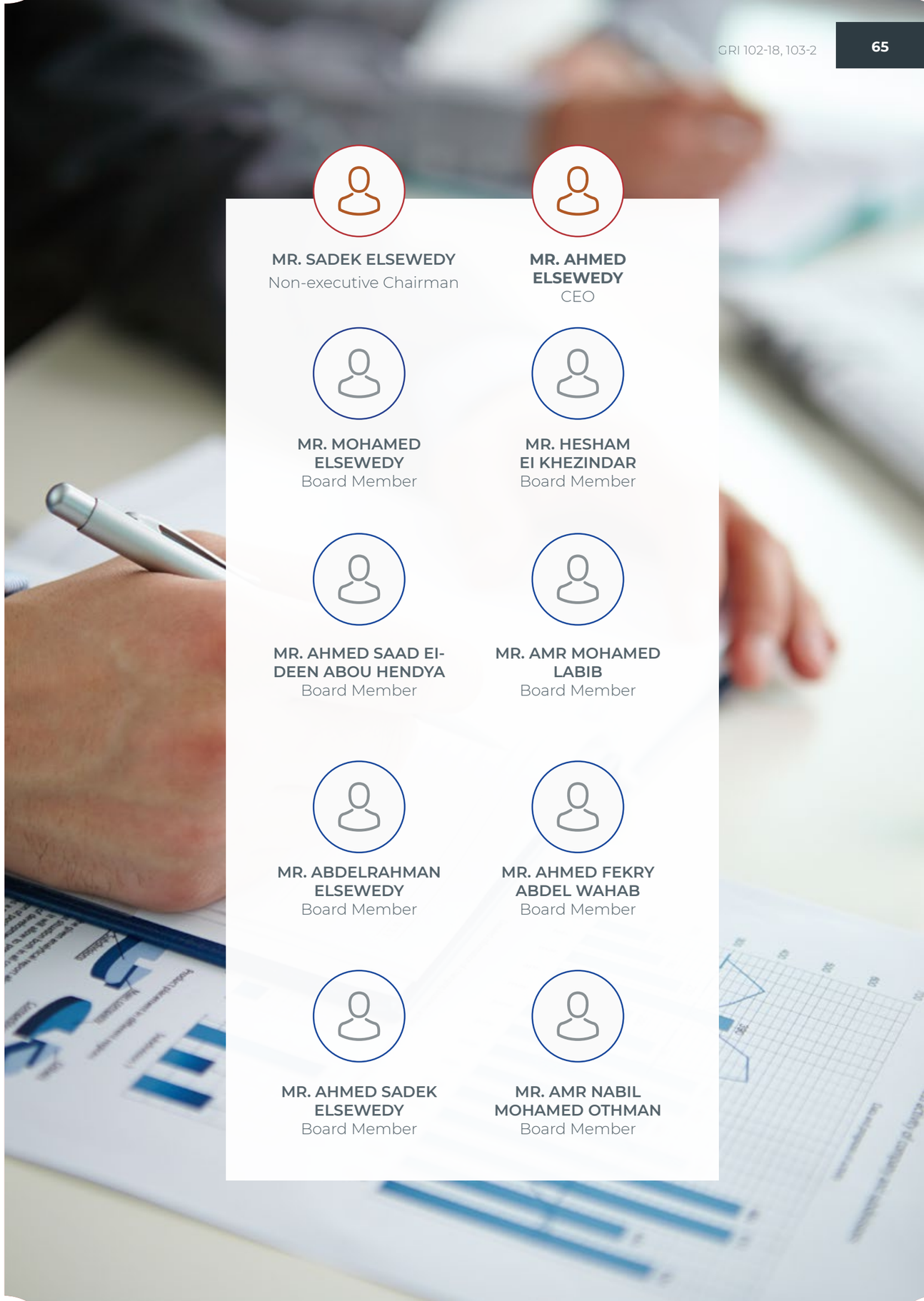
The board of directors also oversees how available opportunities are utilized under given constraints and business development possibilities.

The board established the Internal Audit & Risk Subcommittee to oversee the company's financial reporting, internal controls, corporate governance, risk management, and the Group's process for monitoring compliance with the laws, regulations, and code of conduct.

The committee focuses on the following aspects:

- Integrity of internal controls and financial reporting
- Qualification and independence of the external auditor
- Performance of the risk and internal audit function
- Compliance with internal and external requirements
- Risk profile of the Group and the control processes concerning such risks.

Today, we also heavily invest in evolving our approach to governance to ensure an effective and smooth transition to sustainability.



MR. SADEK ELSEWEDY
Non-executive Chairman

MR. AHMED ELSEWEDY
CEO

MR. MOHAMED ELSEWEDY
Board Member

MR. HESHAM EI KHEZINDAR
Board Member

MR. AHMED SAAD EI-DEEN ABOU HENDYA
Board Member

MR. AMR MOHAMED LABIB
Board Member

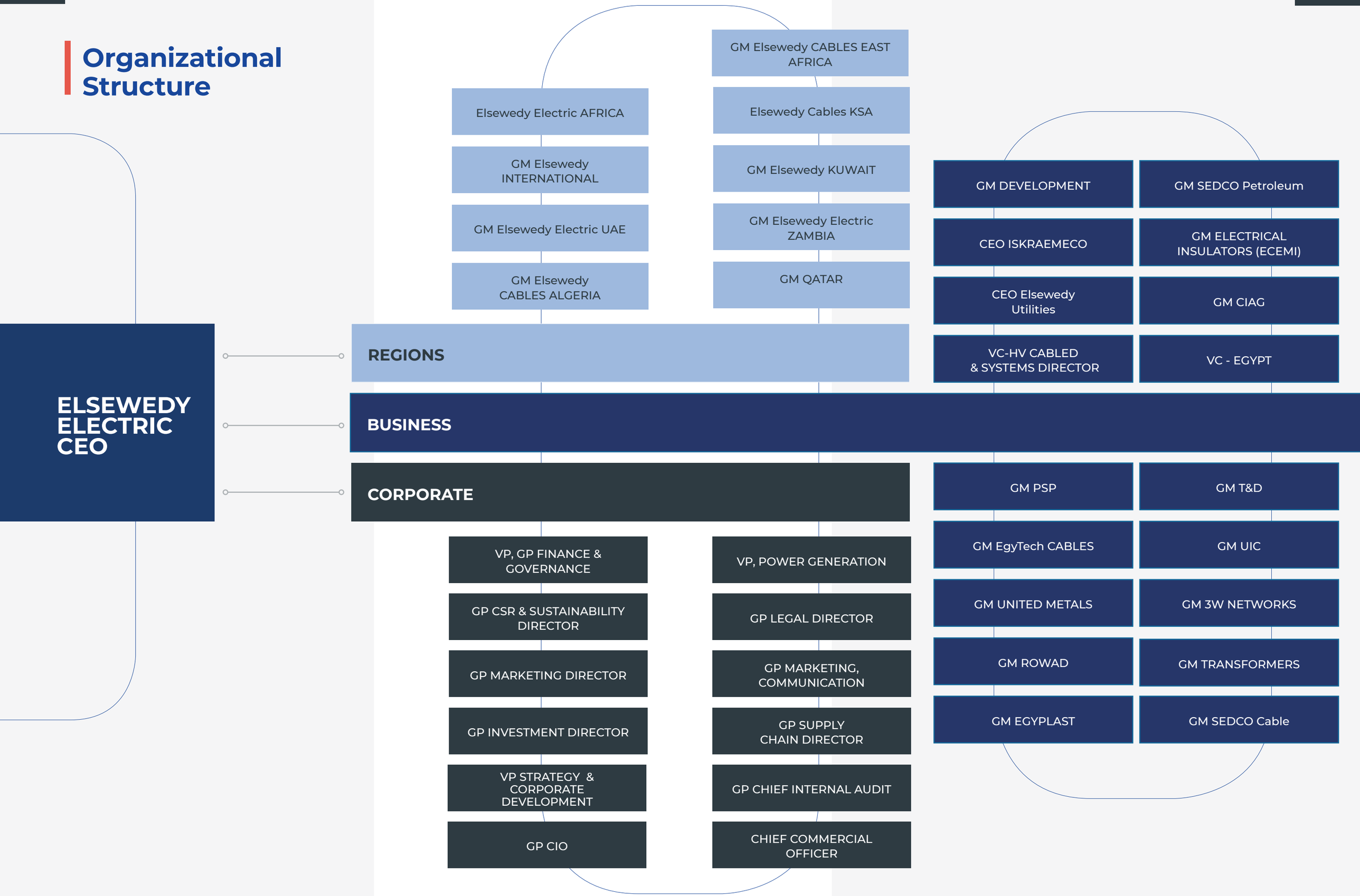
MR. ABDELRAHMAN ELSEWEDY
Board Member

MR. AHMED FEKRY ABDEL WAHAB
Board Member

MR. AHMED SADEK ELSEWEDY
Board Member

MR. AMR NABIL MOHAMED OTHMAN
Board Member

Organizational Structure



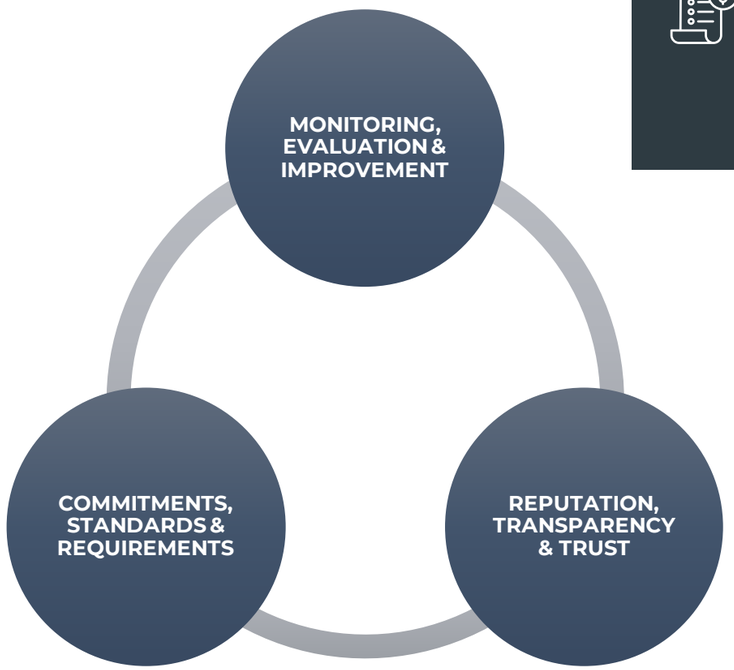
Management Approach

We adhere to the integrated management systems approach, where each function is aligned to improve the performance of the entire organization. We aim for a coordinated effort, which is greater than the sum of its parts, efficient, and effective.

An integrated system provides a clear, uniform perspective of our entire organization. Meanwhile, the integrated nature of our approach and dedicated compliance to relevant standards makes it easier to adopt new systems in the future.

Our management, at all levels, aligns with the following objectives.

- Ensure customer accessibility to information
- Leverage the power of digital innovation
- Be recognized as a solutions provider
- Maintain a consistent of corporate image
- Be recognized as a global energy & infrastructure provider
- Attract customers using inbound marketing instead of relying solely on approaching them
- Highlight our advantages – sustainability, speed, safety, technology, price and integrated solutions
- Be one of the most attractive companies to work for
- Align marketing budget with corporate business development & investment vision



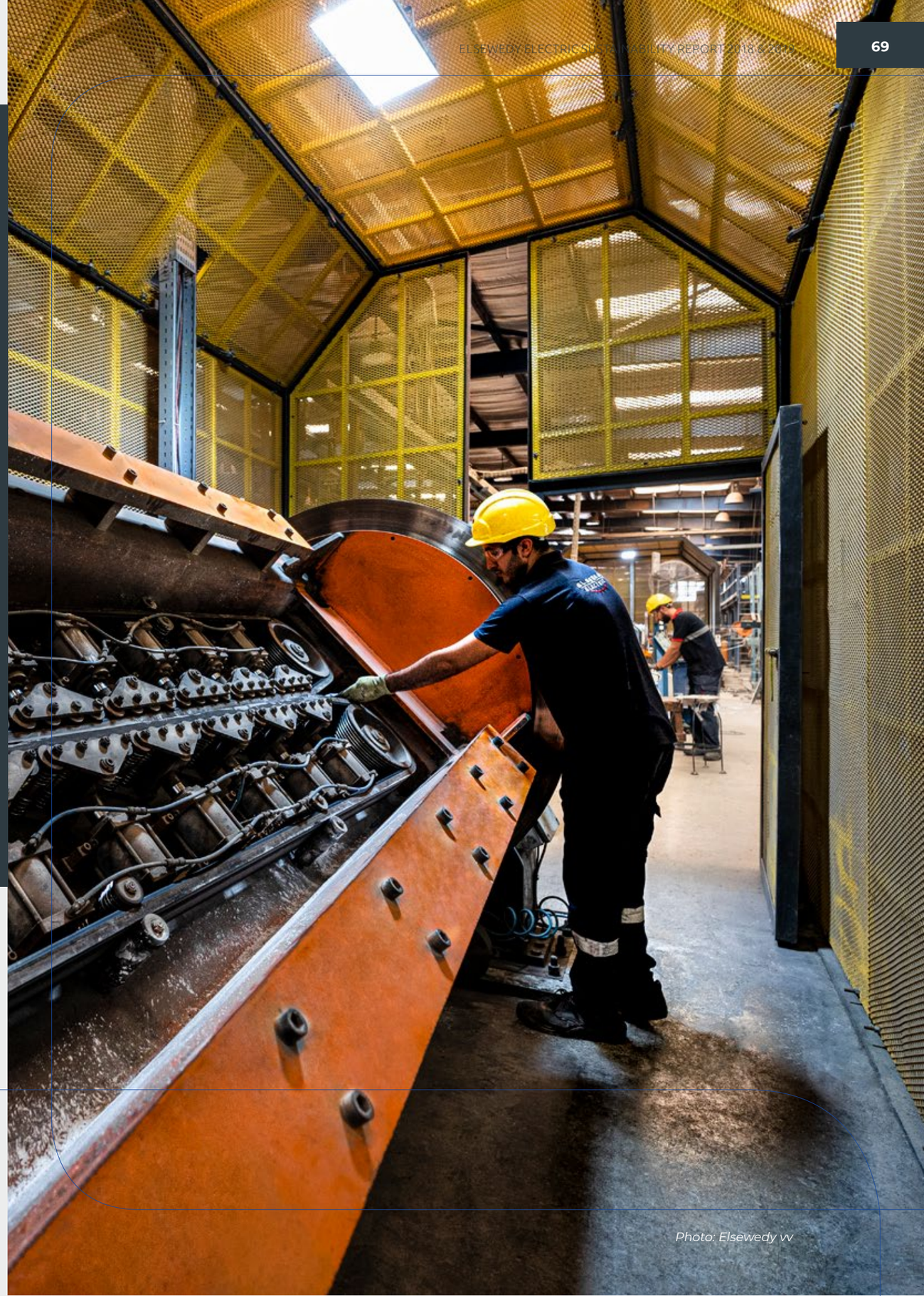


Photo: Elsewedy vv

Corporate Strategy

A strategic reformulation of our vision and aims has let us define that we strive to create a new market, a new company model and an ultimately new way of generating positive impacts for society through integrated energy products & services.

Our strategic foundation is the basis for success, and it is how we bring to life our vision, mission, and values.

Ahmed Shokry - Internal Auditor

Photo: Elsewedy Industria West

Exploring solutions and shaping external trends over time

Striving towards great talents and experiences

Opening up a new value-cost frontier that is a leap beyond the existing industry — productivity curve

Confidence

Perspective

Differentiation

Emotion

Diversification

Thinking Big

Rethinking the functional emotional orientation of our industry

Expanding our range and field of products and operations to be more inclusive and impactful

Creating new demand and developing uncontested market space rather than fighting over a shrinking profit pool

OUR CORPORATE STRATEGY BUILDS UPON THREE PILLARS

POWER

Grow the core business of power products and power services (EPCS)

- Differentiate offerings through innovation and quality
- Cultivate transportation and a smart mix of renewables, water, oil, and gas
- Build presence across new markets
- Defend and grow market leadership in current markets

BUILD

Operate with Excellence

- Deliver cost-effective and high-quality products and services to local and global customers
- Enhance the efficiency of internal processes and measures
- Integrate sustainability measures in education, health, community engagement, and volunteering

DEVELOP SUSTAINABLE VALUE

Build customer relationships

- Increase revenues through strategic alliances and partner with new players
- Gain repetitive businesses through partnerships with key accounts, through both company-to-company and company-to-country approaches
- Broaden the customer base

Certification & Standardization

Guiding our commitments and ensuring alignment with the best global practice

ISO 9000 family of quality management systems standards

help us meet stakeholder expectations and comply with requirements related to our product and services across multiple markets.

ISO 9001:2015 Quality management systems

allow us to demonstrate the ability to consistently and effectively provide products and services that meet quality requirements, as well as improve management, efficiency, monitoring, and reliability of production.

ISO 14001:2015 Environmental Management Systems

help us to continuously improve our environmental performance and efficiency, meet partner and client expectations, gain competitive advantage, and boost employee engagement on sustainability.

ISO 14067:2018 Greenhouse gases — Carbon footprint of products

is used to comply with relevant principles, requirements, and guidelines for measuring, managing, and reporting the carbon footprint of our products (CFP) in line with the Life Cycle Assessment (LCA) approach.

ISO 14064:2018 Greenhouse Gases Quantification

is applied to align our operations with the principles and requirements for quantification and reporting of greenhouse gas (GHG) emissions and removals. It helps us to design, develop, manage, report, and verify our GHG inventory.

ISO 45001:2018 Occupational Health and Safety Management

Certification allows us to comprehensively identify, control, and decrease risks associated with health and safety in the workplace, as well as improve the health and wellbeing of our employees.

ISO/IEC 27001:2013 Information Technology

allows us to implement, maintain, and improve our information security management system and practices, crucial both at an organizational level and for product development.

ISO/TS 29001:2010 Petroleum, petrochemical, and natural gas industries (revised in 2020)

is a company level certification that allows us to extend our commitment to health and safety of both our employees and the general public, attain a higher level of environmental protection, and improve decision making.

ISO/IEC 17025:2017

Allows us to ensure high-quality lab testing management system and environment, as well as gain credibility in the global marketplace and reduce costs

MID (Measuring Instrument Directives)

Is a 2014 European Directive that covers the whole approval process and ensures effective measuring devices and systems in the context of commercial transactions.

SDG, UNGC & ECOVADIS:

The adoption of international sustainability practices, standards, and requirements allows us to continuously improve our compliance and performance, as well as meet stakeholder expectations

ISO Certification

To meet market requirements and to improve internal standards and quality assurance mechanisms we invest in certification according to globally recognized standards such as the ISO and apply the Total Quality Management Approval approach.

We hold a wide range of certificates covering such aspects as quality management, HSE, supply chains, environment, learning services provision, export rights, energy management, lab testing and other relevant areas.

Elsewedy Electric T&D

ISO 14001:2004
(Certified in relation to the engineering, procurement, and management of installation activities for electrical power transmission and distribution projects at the head office)

ISO 9001:2015
(Certified in relation to the engineering, procurement, construction, and management of installation activities for electrical power generation, transmission, and distribution projects)

ISO 45001:2018
(Certified in relation to the engineering, procurement, and management of installation activities for electrical power transmission and distribution projects at the head office)

Elsewedy Transformers

IRC 60076-11:2004-2005

ISO 9001:2008
(Certified in relation to the design, manufacturing, and after-sales services of power transformer and distribution transformer (oil and dry)

ISO/IEC 17025:2017
(Certified in relation to the testing of electrical transformers (Elsewedy Transformers Company and laboratories)

ISO 14001:2015
(Certified in relation to the design, manufacturing, and after-sales services of power transformer and distribution transformer (oil and dry))

OHSAS 18001:2007
(Certified in relation to the design, manufacturing, and sales of power transformer and distribution trans-former (oil and dry))

3W Networks

ISO 9001:2015

ISO 14001:2015

ISO 45001:2018

ISO 27001:2013

ISO/TS 29001:2010

Elsewedy SEDCO for Petroleum Services

ISO 45001:2018

ISO 14001:2015

ISO 9001:2015

ELSEWEDY EGYPLAST

ISO 45001:2018
ISO 9001:2015

ISO 14001:2015
COR 1:2009

Iskraemeco

ISO 9001:2015

ISO 14001:2015

ISO 45001:2018

ISO 17025:2017

Measuring Instrument Directives (MID)

ISO 27001:2013

ISO 50001:2019

RME

ISO 14001:2015

ISO 9001:2015

ISO 45001:2018

Doha Cables

ISO 9001:2015

ISO 14001:2015

ISO 45001:2018

Elastimold Egypt/ Elsewedy SEDCO

ISO 9001:2015

ISO 45001:2018

ISO 14001:2015

United Wires Company

ISO 9001:2015
(Certified in relation to the design and manufacturing of galvanized steel wires and overhead conductors)

Elsewedy Cables

ISO 9001:2015
(EgyTech — Elsewedy Cables Egypt, UMC)

ISO 14001:2015

ISO 45001:2018
(EgyTech — Elsewedy Cables Egypt, A1 and A3)

ISO 14064: 2018
(LV, MV, HV and OHTL)

ISO 14067:2018
(LV, MV, HV and OHTL)

Egyptian Co. For Manufacturing Electrical Insulators (ECMEI)

ISO 9001:2015

ISO 14001:2015

ISO 45001:2015

ISO/IEC 17025:2017
(Certified in relation to the test-ing of insulators)

Inter-Design Group — Environmental Management System EMS

ISO 14001:2015
(Certified in relation to the con-sultation, design and build in all electro-mechanical fields)

SET-SIAG Elsewedy Towers

ISO 9001:2015
(Certified in relation to the production and per-assem-bly for wind energy towers, as well as steel compo-nents)

ISO 14001:2004
(Certified in relation to the production and per-assem-bly for wind energy towers, as well as steel compo-nents)

ISO 45001:2018
(Certified in relation to the production and re-assembly for wind energy towers, as well as steel components)

MS-005-E-0861

Our 'Proudly Made in Egypt' seal on all products supports the campaign by the Egyptian Ministry of Industry and Foreign Trade aiming to increase Egypt's self sufficiency in terms of high-quality local products.

Elsewedy Technical Academy - STA

ISO 29990:2010
Specifies requirements for Learning services for non-formal education and training

Research, Development & Innovation

Research & Development

Elsewedy Electric aims to shape the future of integrated energy solutions, and research and development play a key role in making this happens across our operations, business lines, and companies.

Our R&D department is located mainly at our subsidiary Iskraemeco, Slovenia, where more than 100 electrical engineers work on innovating our products, raising standards, and developing solutions for our clients. Considering the vital role of R&D in our business, **15%** of Iskraemeco revenues worldwide are reinvested into the R&D department.

Product Innovation

All of our companies, business lines, and turnkey solution Groups work to ensure that our products and services meet the highest standards of quality, safety, and consumer satisfaction. All our companies have quality assurance departments that work on improving product life cycle sustainability, environmental compliance, reliability, and safety specifications.

Elsewedy Transformers products offer customers more than 50 years of durability. Our solar-photovoltaic cables meet the most stringent industry standards using high-grade materials that support our minimum product lifetime of 25 years.
Our cables are flame retardant, impact-resistant, halogen-free, extreme-temperature resistant, water-resistant, abrasion-resistant, high tear resistant, low corrosive gas-emitting, ultraviolet radiation resistant, ozone resistant, oil and hydro resistant, as well as compliant with rigorous International Electro-technical Commission (IEC) standards.

At ECMEI, we produced the first 500 kV polymer insulator on the Egyptian market. Our insulators are the result of more than 15 years of research and development.

To differentiate genuine Elsewedy Electric products from copies, a comprehensive set of measures is used to protect our brand equity and the reputation of our products in the market. For example, trademark color-coding of our cables prevents them from being copied and makes them easy to identify by our quality control department, while all cables also have standardized weight specifications to set them apart from counterfeit products.

To minimize theft and design fraud, Elsewedy SEDCO's engineers customize the designs of our systems, adding new features, and looking for ways to renew our products and increase production.

All engineers around the globe attend regular training workshops to stay up to date with leading industry developments.

Photo: Elsewedy USW

STA ELSEWEDY TECHNICAL ACADEMY

Elsewedy Electric Foundation

As part of Elsewedy Foundation efforts, Elsewedy Technical Academy (STA) is licensed as an ICDL (International Computer Driving License) training center.

Our internal IT department helps design courses and programs for the academy, and successful courses are made available to our buyers, providing revenues that allow STA to remain financially independent.

Internal Audit & Risk Management

Risk Management

Our approach to risk management is systematic and well-integrated across the company. We have a strong audit team, providing independent, objective assurance and consulting to improve our performance.

Each company and organization within the Group prepares and carries out risk assessments for all its workplaces. These assessments include a range of aspects depending on a specific context and may cover machinery used in production, workplace hazards, and potential industry-specific injuries.

They identify risks specific to the work environment and evaluate them according to the likelihood and degree of injury, enabling them to develop effective recommendations and preventative measures. For every identified risk, protocols are implemented and safety manuals produced to ensure the safety of all personnel. Risk assessments are re-evaluated whenever a change with a significant impact on the health and safety of employees occurs.

At the same time, we focus on raising awareness among employees about occupational hazards and risks. All factories undergo a safety performance review to appraise their performance in accordance with safety standards, policies, and specifications. Management systems, such as **OHSAS 18001**, have been adopted to enhance and better structure our HSE practices.

During 2018-2019, we continued the work from previous years with a series of occupational safety audits of high-risk activities.
In addition to the numerous internal inspections at country and division level, as well as audits by external certifiers, the internal audit department has been conducting occupational safety audits to analyze the effectiveness of safety risk management at our manufacturing and project sites.

Although many audited sites demonstrated robust and effective safety controls, others fell below our expectations and revealed a need for decisive corrective action and continuous improvement. Among our priorities is ensuring high levels of OHS across all our companies, sites, and facilities.

AUDIT ROLES & FUNCTIONS

Evaluating an organization's management of risk Supporting management to improve internal control framework Assessment of fraud indicators and recommendations regarding fraud investigations Conducting consultancy engagements based on senior management's requests

AUDIT OBJECTIVES

1. TO ENSURE THAT RISKS ARE APPROPRIATELY IDENTIFIED AND MANAGED

2. TO ENSURE THAT RESOURCES ARE ACQUIRED ECONOMICALLY, USED EFFICIENTLY, AND ADEQUATELY PROTECTED

3. TO ENSURE THAT SIGNIFICANT FINANCIAL, MANAGERIAL, AND OPERATING INFORMATION IS ACCURATE, RELIABLE, AND TIMELY

4. TO ENSURE THAT PROGRAMS, PLANS, AND OBJECTIVES ARE ACHIEVED

5. TO IDENTIFY OPPORTUNITIES FOR IMPROVING CONTROLS, PROFITABILITY, AND THE ORGANIZATION'S IMAGE THAT WILL BE COMMUNICATED TO THE APPROPRIATE LEVEL OF MANAGEMENT

AUDIT PROCESS

1. SET PRIORITIES AND OBJECTIVES
2. REVIEW POLICIES AND STANDARDS
3. SET BENCHMARKS
4. DESIGN AND PLAN THE AUDIT
5. EXECUTE AUDIT
6. ANALYZE DATA
7. PRESENT FINDINGS
8. REVIEW BENCHMARKS
9. DEVELOP AND REPORT
10. 1RECOMMENDATIONS
11. PLAN AND IMPLEMENT CORRECTIVE ACTION

INTERNAL AUDIT

- OPERATIONAL AUDIT
- FINANCIAL AUDIT
- COMPLIANCE AUDIT
- INVESTIGATIONS
- ERP REVIEW/ASSESSMENT

EXTERNAL AUDIT

BEST PERFORMANCE CERTIFICATE FROM JICA

In 2018 we were awarded the JICA (Japan International Cooperation Agency) Certificate honoring our Health and Safety Practices. JICA is dedicated to field-oriented approach, human security, effectiveness, efficiency and speed.

- Project Name; JICA (Lot3/ADJ.No.60/2011-2012)
- Client: Egyptian Electricity Transmission Company (EETC)
- Contractor: EgyTech Cables Elsewedy
- Project Description: Engineering, supplying, installing, jointing and commissioning of OPGW and UGFO on a 220 kV T/L network in UE and ME zones on a turnkey basis with total length 1000km. Energy control system upgrading project in Upper Egypt (Loan: Agreement No. EG-P30)
- Contract Value: USD 9,240,505

Compliance System

ZERO TOLERANCE FOR CORRUPTION

Recognizing that our reputation is based on the trust of our clients, shareholders, employees and the general public who have trust in the integrity of the company, we adopt a zero-tolerance for corruption.
The policy, which is also reflected in the Code of Conduct, strictly prohibits offering, acceptance, payment or authorization of any bribes and other forms under all circumstances and at all times.

FRAUD CONTROL

Committed to conducting business with a high sense of integrity we adopt a zero-tolerance policy against fraud. Our Fraud Control Policy defines "**fraud**" as an intentional act or omission intended to gain unjustified or unlawful benefits or advantages that put our company or our business partner's assets and reputation at risk. The policy sets clear requirements and accountability for the controls needed to detect, prevent, and respond to fraud.

Our fraud control policy covers governance and professional ethics, fraud risk assessments, fraud prevention procedures, fraud detection and reporting, fraud investigation process and corrective actions.

SENIOR EXECUTIVE TOP MANAGEMENT AND SCAMS

To protect our employees and avoid company losses, raising awareness of senior executive top management about scams is a continuous task of our compliance department.

For example, avoiding impersonation of a senior company executive in order to wire money to a third party is a top priority.
We are committed to protecting our employees against scams, by providing guidelines and offering assistance in the case that a scam is suspected.

NON-DISCRIMINATION & HARASSMENT

We are committed to creating a safe working environment with equal opportunities for employees and practice a zero-tolerance approach for discrimination or harassment at workplace, whether on the basis of age – disability – ethnicity – origin – gender – race - political views – religion – colour – marital status or any other characteristic.

We ensure that employees have fair opportunities and are not labeled in any manner.
Any discrimination or harassment is to be reported immediately and appropriately addressed.

ANTI-MONEY LAUNDERING

We have a Zero Tolerance for Money Laundering Policy and are fully committed to the international efforts to end money laundering.

We follow strict procedures, including verification of business partners and counterparts; conducting strict economic background analysis of the origin of the money received as well as reporting any suspicious activities to the designated official channels.

ECONOMIC SANCTIONS, THIRD-PARTY DUE DILIGENCE & RISK ANALYSIS

Due diligence process for Business partners: before hiring a vendor or any third party, we follow processes to avoid any potential reputational, legal or regulatory risks of such engagement, including adequate customer due to diligence procedures to ensure identification of beneficial ownership; close scrutiny of parties that have been convicted of or are under investigation for serious crimes, investigated or sanctioned by a regulatory body or appearing on a sanctions list (i.e. OFAC, EU); and close scrutiny of parties involved in civil litigation involving allegations of financial misconduct; as well as ongoing monitoring of integrity risks through our batch screening process.

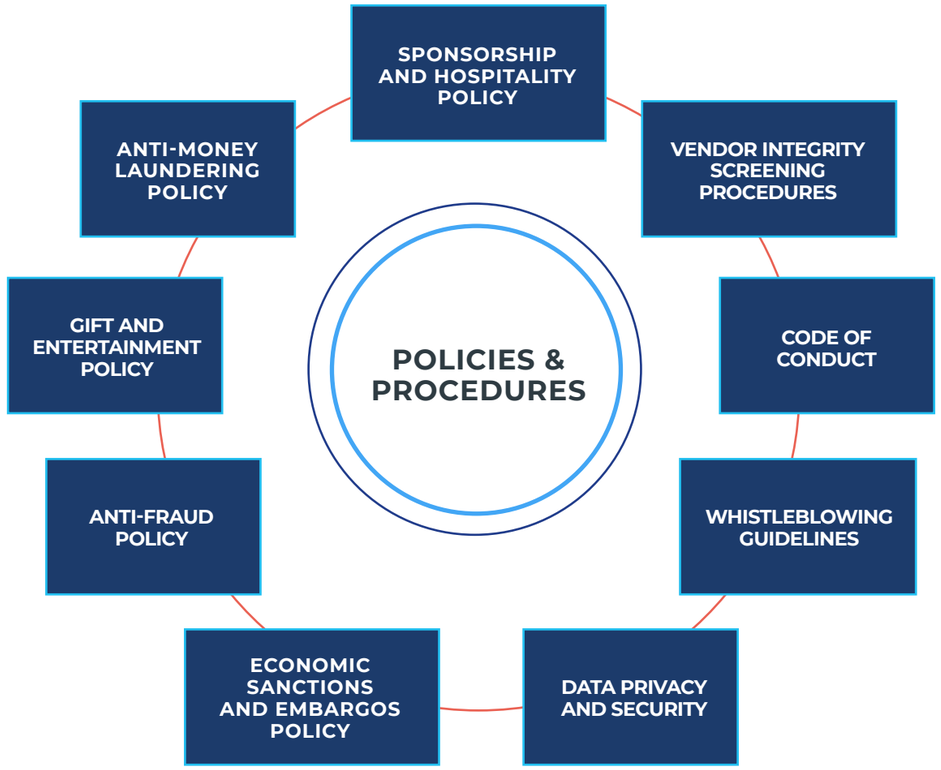
Screening System:
To avoid that the Group or any of our affiliates is sanctioned or designated on the sanctions list, we currently follow the World-Check screening system by Thompson Reuters.

The screening systems assist in advising our employees and business partners into taking the safest business decisions before operating into a sanctioned country or a high-risk country as designated by the Basel AML Index.

Trade controls:
We conduct business in many different countries around the world, and accordingly the importance of adhering to international trade laws is a critical priority.
Continuous employee awareness of the different laws that apply to any given transaction is a key element for safeguarding compliance.

As part of the trade control policy, economic sanctions, including tariffs, quotas, embargoes, tariff barriers and asset freeze or seizures, are respected and considered before proceeding with new projects or tenders in order to screen and assess the compliance risk of the country where we operate in.

Projects Risk analysis:
Before entering any new business relations, the compliance department runs a risk analysis on the country of operations of the project.
The purpose of the risk analysis is not only to identify the risk but to equip the organization to determine the appropriate response to a given risk.



Legal System

When it comes to international compliance, our legal department sets clear guidelines and assesses protocols and laws to ensure that they are followed. All products, services, and operations abide by local regulations and industry standards and specifications, as well as the regulations of international institutions such as the International Labour Organization. Elsewedy Electric has a centralized Legal Department that reports directly to the Managing Director and the Board. This enables shareholders and the Board of Directors to be fully aware and in control of all liabilities and legal aspects of their business.
Legal Department's Mission:

- **To ensure legal compliance with all applicable laws**
- **To ensure the legality of all business operations and transactions**
- **Mitigate all legal risks and control all liabilities that might face the Group, its shareholders, and employees**
- **Control the legal exposure of the Group**

GROUP ACHIEVEMENTS 2018/2019

- ✓ We handled all the legal procedures for almost 50 foreign and 46 Egyptian companies
- ✓ We established approximately 10 companies per year around the world
- ✓ We handled about 180 Ordinary and extra-ordinary General Assemblies, 120 Board of Directors meeting minutes per year
- ✓ More than 500 powers of attorney per year finalized, authenticated, and delivered
- ✓ We reviewed over 100 tender documents per year, 900–1000 contracts and agreements per year in all types and for all purposes (Agency Agreement, Sub-Contract Agreements, Consortium Agreement, joint venture Agreement, NDAs, MOUs.. etc.)
- ✓ We had around 120 cases, mostly labor cases, and approximately 250 investigations a year.

Photo: Elsewedy Electric Legal Team

LEGAL ASPECTS OF SUPPLY CHAIN COMPLIANCE

We undertake supplier integrity screening for all our suppliers across the Elsewedy Electric Group.

Suppliers go through audits to ensure their adherence to local laws and international regulations and agreements in the areas of HSE, human rights adherence, environmental regulations, labor rights, child labor, and other supply chain sustainability issues.

ETHICS AND BUSINESS CODE OF CONDUCT

The document defines the behaviors and standards for the fair and compliant conduct of business. It supports all employees in their interactions with agents, customers, suppliers, governmental entities, and business partners. Our Code of Conduct describes how we fulfill our compliance-related responsibilities.

It also serves as an expression of our values and lays the foundation for more detailed internal regulations. The Code of Conduct is binding for all employees worldwide.

Our Compliance System aims to ensure that our international business practices comply with these guidelines and obey all applicable laws. The Ethics and Business Code of Conduct covers the following throughout Elsewedy Electric Group.

1. Leadership and employee relations

2. Employee behavior within the Group

3. Improper use of the company's funds and assets

4. Use of company information

5. Insider trading

6. Relations with customers, suppliers and government officials

7. Conflicts of interest

8. Gifts and entertainment policies

9. Acknowledgment process

LEGAL IN-HOUSE TEAM ACHIEVEMENT

Our legal team was voted Best in-house legal team in Africa in 2018.
Our team was included in the GC power list Africa team's 2018, sponsored by DLA Piper Africa and supported by the International Bar Association. The award recognized corporate councils that:

- Are driving the legal business forward
- Have been instrumental in changing or forming opinions within their company or industry
- Develop brilliant technical solutions to complex issues
- Create innovative structures to ensure that the in-house function is driving the business forward
- Provide a business working model other corporate councils should follow.

Fair Business Practices

Promoting an ethical and compliant culture is central to all of our operations and activities. We adopt a **zero-tolerance** approach to corruption, money laundering, violations of fair competition, data privacy, as well as other breaches of applicable laws or our internal regulations.
We are committed to the Sustainable Development Goal 16 (**SDG 16**) – Peace, Justice, and Strong Institutions, which contributes to our efforts to substantially reduce corruption and bribery in all their forms, which promotes fair competition.

We are also globally committed to the United Nations Global Compact, an initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies. We also actively support the enactment of the UN Convention against Corruption and the **OECD** Anti-Bribery Convention.

WHISTLEBLOWING HOTLINE

All Elsewedy Electric employees have the right to report any potentially inappropriate or illegal business practices or conduct and actions that may be perceived as unethical.
Our internal whistleblowing hotlines allow employees to report any acts of fraud, misconduct, or breach of policy, and any actions related to ethics and compliance. Reports remain anonymous at the request of the employee.
There are several whistleblowing channels available, including:

- **Written letter**
- **Telephone**
- **Face to face**
- **Email to compliance section head**
- **Email to compliance-int@Elsewedy.com**

In addition, we encourage board members and senior management to remain receptive to complaints and concerns raised directly to them by employees.

DISCIPLINARY SANCTIONS RECORDS

Numbers for disciplinary sanctions in a fiscal year do not necessarily correspond to cases reported during that period.

Sanctions are frequently not implemented in the same year in which the case was reported.
This is because of an often- lengthy period of investigation and due process. In addition, a single case may result in multiple sanctions or none at all.

TAX COMPLIANCE

Elsewedy Electric adheres to all local laws and regulations in the countries where we operate for VAT and other tax issues.

In **2018** a new tax law in Egypt illuminated tax exemptions and tax holidays for the majority of our companies in favor of new incentives and benefits.
Our tax and compliance system has changed to meet the new requirements.

We review our tax compliance on an annual basis through an external audit by KPMG for all subsidiaries, both inside Egypt and outside, and undergo a tax audit done locally through **ATC**.

INSURANCE

The last two years have been a crucial milestone for Elsewedy Electric in terms of insurance. We have:

1. We have created an Insurance Department handling all insurance types for all companies in the Group.
2. We have organized and unified insurance purchases within the Group: Group contracts and agreements are set with reputable insurance companies, and all insurance purchases are made through the insurance department on behalf of the whole Group.
3. We have set a minimum standard for the terms and conditions to be applied for all our insurance contracts for all insurance types with the most comprehensive terms and conditions available in the Egyptian market.
4. We have reduced all applicable rates for all insurance types through the organization and systematization of the Group's purchases, with a reduction exceeding 20% for some lines and reaching 75% for others.
5. We have created an insurance manual for all insurance lines including agreement terms and applicable conditions for all contracts to act as a guide for all companies in the Group.
6. We started work on creating a new automatic insurance system to handle insurance-related requests, database information, and activity.

Globally committed to the United Nations Global Compact, an initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies.

— Mahmoud Shaarawi
Group Legal Director

ADVANCING OUR TECHNOLOGY

06

Digitalization
Technology Roadmap
Smart Environment
Smart Cities

— Abdelrahman Elsewedy
VP Business Development Director, Board Member

Photo: ISKAEMECO

06

ADVANCING OUR TECHNOLOGY

Digitalization

The last 20 years have been revolutionary for the emergence of digital technologies that reshaped development.
Different types of technologies, from the Internet of Things to artificial intelligence, offer profound opportunities for social and economic transformation across the world.

In the energy domain, digitalization enhanced data, analytics, and connectivity. Foremost, this has been visible in the declining costs of sensors and data storage, progress in advanced analytics through machine learning, greater connectivity, and faster and cheaper data transmission.

Energy digitalization has an enormous impact on the lifetime, efficiency, and use of energy infrastructure and can reduce costs and optimize performance at every stage. In addition, greater connectivity opens the space for the active collaboration between consumers and producers, leading to increased flexibility with which the system can cope with changes in supply and demand and reducing the costs of integrating new technologies.

Electricity and digital transformation are particularly intertwined. Traditional forms of generating electricity rely on power plants and transfer through transmission and distribution networks, and flow one-way to end-users in the residential, commercial, industrial, and transport sectors.
The digital era offers a new energy system that is multi-directional and decentralized, where demand sources actively participate in balancing supply at all levels.

Digital connectivity allows linking, monitoring, and control of multiple energy-producing units and pieces of consuming equipment. As digitalization advances, opportunities for trade at the local level appear along with higher levels of participation from all sides.

All this opens up many opportunities for building inclusive, sustainable, and resilient energy systems, fit for the complexities and speed of the modern world.

Benefits

01 An optimized maintenance – the transition from preventive to predictive reduction of ownership costs by maintaining the reliability of an asset.

02 Reduced asset management costs achieved by freeing up asset managers' time to focus on the responsibilities that really matter.

03 By managing electricity loads in response to price signals, players are able to participate in the market and benefit from lower power costs.

04 Energy digitalisation unlocks new opportunities for businesses to optimize their production and strategically grow with confidence in reliable energy sources.

05 Digital tools give companies new possibilities to interact with their customers, address their needs, improve services and develop loyalty.

During 2018 we thoroughly assessed how digitalisation can boost our performance in every area, leading to new opportunities to boost productivity, monitoring and control.

FACTOR CLOUD

BUSINESS CONTROL

UNIFIED COSTING:
CRM feedback and support management

SERVICE RELIABILITY

UNIFIED SUPPLY CHAIN:
Material planning & tracking automation, Smart Fleet management

AUTOMATED MANUFACTURING:
smart production and inventory management

EFFICIENT OFFICE

RELIABLE INFRASTRUCTURE:
equipment tracking information

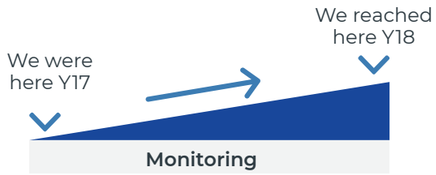
Technology Roadmap

Tracking Our Progress

Previously, we had experienced a lack of coherent action, inaccurate decision-making, business delays, higher operational costs and ultimately all this translated into money loss.
We required a better understanding of what was going on, where we were heading and how we were going to achieve it.

A comprehensive analysis allowed to identify our challenges, risks and opportunities and led to the development of the Technology roadmap, which we proudly present.

01

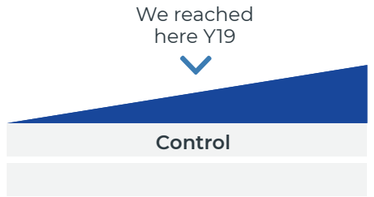


The establishment of sensors and external data sources enabled to introduce comprehensive monitoring of:

- The product's condition
- The external environment
- The product's operation and usage

It also enabled early alerts and notifications of changes.

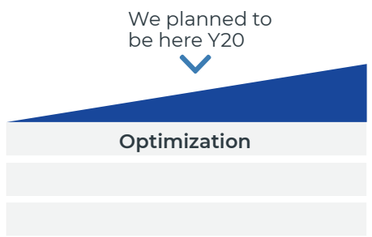
02



Software embedded in the products or in the product cloud improved:

- Control of products functions
- Personalization of the user experience

03

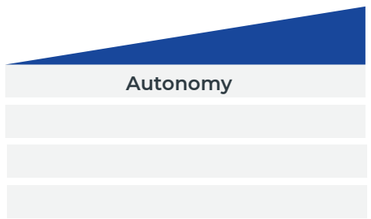


Efforts to improve the quality of monitoring and control capabilities enable algorithms that optimize product operation and use to:

- Enhance product performance
- Allow predictive diagnostics, service, and repair

We plan to further improve optimization during 2020.

04



Combining monitoring, control, and optimization leads gradually to autonomy by allowing:

- Autonomous product operation
- Self-coordination of operation with other products and systems
- Autonomous products enhancement and personalization
- Self-diagnosis and service experience

Technology Roadmap per Quarter

2018

Q1

+ IT Organization Structure Assessment and Development
+ IT Capability Assessment
+ Develop a Five-years IT Strategy for the Group

Q2

+ Develop Enterprise Architecture Map across the group
+ Develop3 Years Roadmap for the Group
+ Start key strategic projects (HCM, SFA, Website, Infra)

Q3

+ Sales Force Automation (PSP)for services
+ Infrastructure plan for EgyTech
+ Global Enterprise Architecture Map for Group

Q4

+ Payroll costing & HR system deployed for 6 companies
+ SFA for P. I. Parks
+ Web Site phase A for the group.
+ Infrastructure stage

2019

Q1

+ HRMS for 14 companies
+ SFA integration with Expert
+ System for 3 companies
+ IoT pilot for smart energy
+ IoT pilot for smart tracking
+ Infrastructure for 4 factories

Q2

+ ERP future process enhancement
+ Centralized Information security policy

Q3

+ Inventory Control Automation Pilot
+ Industry Big Data pilot
+ Collaborative Solution across the Group

Q4

+ Unified SCADA Architecture
+ Smart tracking roll out
+ Smart production pilot

2020

Q1

+ Digital Archiving
+ Smart Energy Rollout
+ Unified item catalogue
+ HCM rollout across the group

Q2

+ HCM Goal &
+ Performance for 15 companies
+ Smart Workspace
+ ERP integration with expert system across the group

Q3

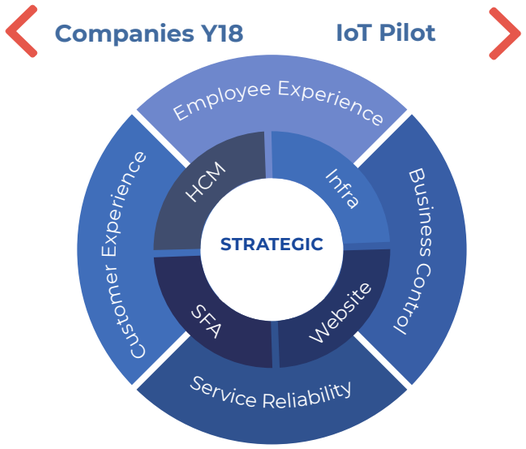
+ Centralized Policy & Procedure Framework
+ Inventory Control Automation Rollout
+ Industrial control security across the Group

Q4

+ Smart Production Rollout
+ Industry Big Data Rollout
+ E2E Tracking Automation & Integration

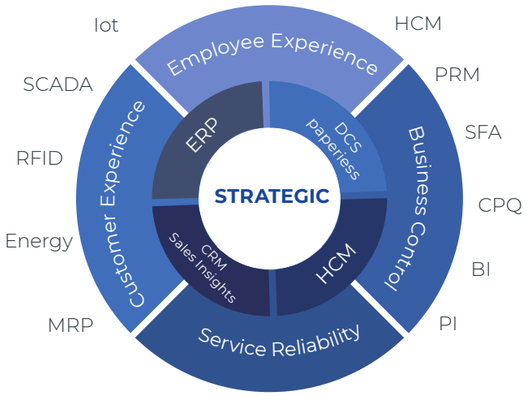
Strategic Projects For Y18

In 2018, we focused on improving experience to both our customers and employees, including our standards for the infrastructure, provision of up-to-date information and loyal support services. We have also strengthened the provision of smart services to our customers and kicked off an ambitious IoT pilot.



Strategic Projects For Y19

In 2019 our focus expanded to more fields and included a full-scale implementation of IoT, efforts to become paperless and better integration of advanced management systems (SCADA, MRP) and software (CPQ) improving our efficiency at every frontier.



Y19 is the inversion year

CUSTOMER RELATIONSHIP MANAGEMENT (CRM)

CRM helps to optimize revenue, profits and customer satisfaction under a single strategic approach. We use CRM in four segments: sales, marketing, customer service and digital commerce.

Implementation of CRM started for us in 2018 by introducing Sales Force Automation and Sales Insights, which was further extended by implementing CPQ, Order Capture and Tracking, as well as Service Management Capabilities.
The benefits of CRM to Elsewedy includes better client relationships and services, improved selling capabilities, cost savings, more effective procedures and lower customer turnover.

RADIO-FREQUENCY IDENTIFICATION (RFID)

RFD is a wireless technology allowing for non-contact use of radio-frequency electromagnetic fields to transfer data and automatically identify and track tags attached to items.

At Elsewedy Electric we use RFID tags to track all types of objects in the manufacturing industry to keep track of assets or inventory.

The benefits we have witnessed through the application of RFID include automation of warehouse operations, accurate stocktaking and better control of the checking-in and checking-out processes.

ENERGY OPTIMIZATION

Optimizing energy use is vital for Elsewedy Electric and we are particularly focused on lowering costs of power and a better lifetime of machines (mainly induction motors).

We designed IoT power analyzer circuits that collect multiple power measurements and key indicators.

The collected data is used to detect consumption patterns and their trends, enabling us to identify deviations, control anomalies and make better decisions when purchasing equipment.

CONFIGURE, PRICE QUOTE (CPQ)

CPQ software helps use quote complex and configurable products. At Elsewedy Electric we have implemented it to improve our sales, compliance and administrative areas of work.
The CPQ allowed us to offer highly tailored solutions under high user loads and with constraints that optimize choice flexibility.
All variables get simultaneously configured in a valid and error-free process free from dead-ends.

This comes along with advanced pricing model accessible in multiple lists and currencies and adjustable based on a wide range of relevant factors such as freight or taxes.

Finally, the system allows to generate country and rolespecific proposals and supporting documents – product sheets, user manuals, BOMs, spare parts lists, with everything documented in convenient formats (Word, Excel or PDF.

DCM

DCM is an integrated platform providing content-focused services, repositories, APIs, solutions and business processing
tools for digital business transformation. At Elsewedy Electric we rely on DCM to organize, control and integrate all of
our content. DCMs supports all content types and formats throughout the content life cycle, enabling us to perform the
following tasks:

- Management and retention of digitized content files and associated metadata — Declaring and managing systems of record, information governance, content life cycle and metadata management.
- Business processing of digital content — Workflow development and creation, integration with enterprise systems and data, line-of-business (LOB) process and purpose-focused applications.
- User productivity working with digital content — Through effective access and navigation, search and user-friendly interfaces.
- Platform services for digital content — Integrated content-related services, micro-services and repositories, integration with external applications, services and repositories through connectors or customized interfaces using APIs.
- Administration of digital content and platforms — Through administrative tools, dashboards, visualization for operation and management of the CSP.

SALES FORCE AUTOMATION (SFA)

SFA supports the automation of sales and related administrative responsibilities and is integrated into our core sales processes. Using this powerful approach we can achieve greater productivity, competitive advantages on multiple frontiers (cost, revenue, market share) and integrated information about sales.
The system also helps to improve customer satisfaction by reducing response time while allowing for easy tracking through effective records.
We also use the system to make sales forecasts, improve resource utilization and optimize sales managers and other staff workflow and reporting.

PARTNER RELATIONSHIP MANAGEMENT (PRM)

RPM approach enables us to manage partners through integrated and reliable systems, processes and procedures. It allows partners to interact with sales opportunities database and obtain products, pricing and other relevant information. PRM is implemented as an extension of the CRM initiative to serve the indirect sales channels.

The approach helps us streamline partner onboarding and provide relevant information about products and processes, enhancing satisfaction and enabling real-time feedback.
We also integrate sales productivity tools with the partners' channel, monitor compliance and monitor performance of different channels.

Photo: Iskraemeco Meters

SMART ENVIRONMENT

SMART ENERGY

- Remote DC management system enables 24/7 monitoring services
- Power and cooling solutions
- Access applications from multiple locations with secure control and monitoring
- Each site has it's own backup while there is also automatic replication between sites

SMART MEETING

- New Video Conference System improves collaboration and reduces travel costs
- MS Teams installed and high quality virtual meetings
- 2 Screens at HQ, one at Transformers, one at EgyTech, one at T&D, one at Iskraemeco, one at PSP
- 6 Screens outside Egypt (3 at KSA, 1 at UAE, 1 at Qatar and 1 at Kuwait)
- WebEx Teams application can be installed on any device

SMART SIGNAGE

- Fully integrated digital signage
- Network of centrally managed displays that are individually addressable for a wide variety of purposes and diverse target audiences
- 4 Screens at HQ building, 3 at T&D building and 4 at 10th of Ramadan Sites

SMART WORKSPACE

- Flexible working from anywhere, anytime and from any device
- Secure and instant upgrades
- Built-in data compliance
- Large mailbox storage

SMART RECEPTION

- Digital visitor administration
- Smooth user experience
- Higher efficiency and responsivity

SMART COLLABORATION

- Our employees enjoy a smooth, interconnected, efficient and high-quality digital collaboration experience

SMART WI-FI

- Wifi access smoothly granted via visitor portal
- Identity Services Engine (ISE) manages employee level of access based on department needs

Smart Cities

Some of the common some city solutions include IoT, drone applications, street lighting, smart parking, environmental monitoring, asset & people tracking, access control, surveillance systems, Building Management Systems and more. We also develop a wide range smart transportation solutions, such as tunnel Management, smart & mobile ticketing, intelligent ports and Intelligent Transportation/Traffic Systems.

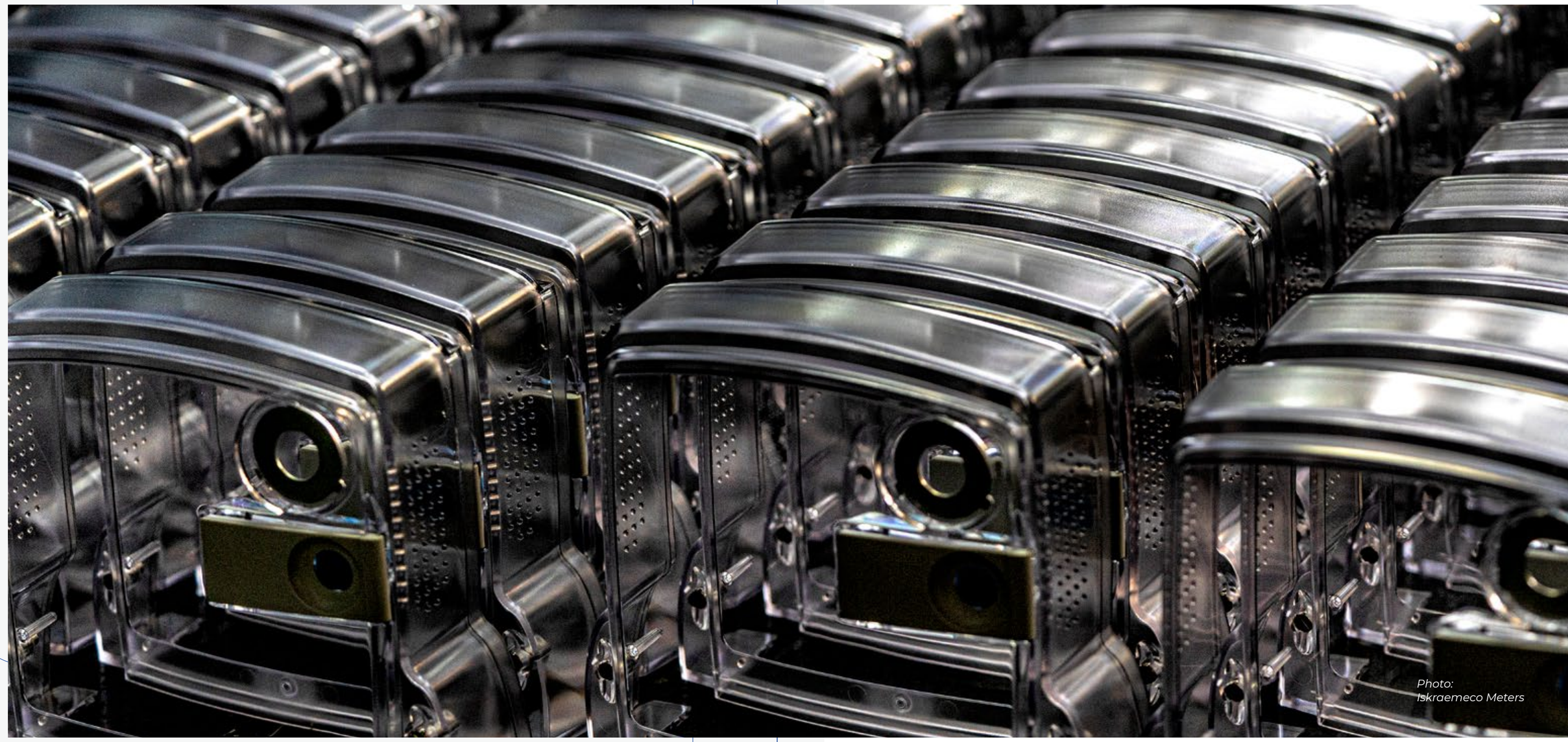


Photo: Iskraemeco Meters

EMBRACING OUR PEOPLE

07

Our Workforce
Diversity & Inclusion
Training & Development
Health & Safety

07

EMBRACING OUR PEOPLE

Our Workforce

At Elsewedy Electric, we are focused on our people, their wellbeing, needs, and expectations. People are at the core of our efforts, crucial to the success of the company and performance of all other pillars of our strategy. Below are some of our key commitments to our people.

GROWING TALENT

Our ability to deliver high-quality services is based on the expertise of our employees.

We strive to attract the best candidates and are as committed to retaining and developing talent for the new digital era.

EMPLOYEES' ENGAGEMENT AND WELLBEING

To deliver high-quality solutions to clients, and as an intrinsic commitment to our employees, we make sure that they enjoy conditions and an environment that favours wellbeing at work.

DIVERSITY AND INCLUSION

We support diversity programs and policies that cover gender equity, disability, diversity of ages, and cultural diversity.

BEING AN ETHICAL AND FAIR PLAYER

We take responsibility for securing strong corporate governance and common worldwide ethical standards of conduct, shared along the whole value chain and among all our employees.

Social performance covering Egypt, Africa, Gulf, & Europe

At Elsewedy Electric, we pride ourselves on being an employer of choice. We carefully nurture talent internally and value every member of our family. The success of our Group depends on the experience, efforts, and skills of all our employees.

While our brand and reputation allow us to attract highly qualified and capable individuals, our long-term growth depends on our ability to develop and enhance our staff's careers, as much as it does on good human resources practices and comprehensive benefits we provide to them.

Across the Group, we are committed to equal employment and advancement opportunities.
Our employment strategy focuses on inclusiveness, gender diversity and equality, and zero tolerance for discrimination based on gender, age, disability status, ethnicity, or religion.

All employees are hired within a policy framework that respects local laws and regulations. Although employment in our industry is often predominantly male, we strongly encourage the employment of qualified women wherever possible.

This approach applies equally to management and executive positions. We also offer a competitive salary based on local markets where we operate, and focus on providing equal remuneration for both men and women.
Employees have an official 8-hours working day. During 2018 we had a **6.91%** employee turnover rate, and during 2019 it was **9.96%.**

		2018	2019
Elsewedy Electric Employees	Egypt HC	11370	11635
	Africa HC	1232	1250
	GCC HC	990	1128
	Europe HC	749	744
	Total	**14,341**	**14,757**

EMPLOYEE ENGAGEMENT REPORT

(KORN FERRY, 2019)

- ✓ **72%** response rate
- ✓ **89%** proud working for the company
- ✓ **80%** would recommend Elsewedy
- ✓ **70%** enablement
- ✓ **93%** would act as brand ambassadors
- ✓ **85%** believe Elsewedy operates in ethical manner
- ✓ **85%** are satisfied with approachability of their manager

HIGHEST TALENT ENGAGEMENT AWARD

Bayt.com

The leading HR online platform in the Middle East has awarded the Elsewedy Electric Acquisition team the Highest Talent Engagement Award in recognition of the activities undergone in responding to all applicants' requests throughout 2018 and 2019, proving Elsewedy Electric is one of the most attractive and responsible employers of the Middle East.

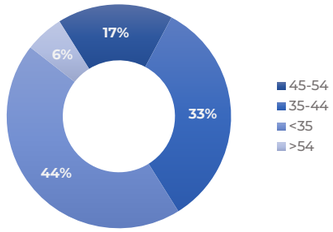
Diversity & Inclusion

We are committed to providing all groups with equal and fair opportunities to develop, grow, and progress along the career ladder, while strategically eliminating all forms of discrimination.

We are firm in our commitment to extending diversity and inclusion within Elsewedy, recognizing challenges with representation, inequalities, and structural barriers that need to be resolved to create a society where everybody feels included, valued, and appreciated.

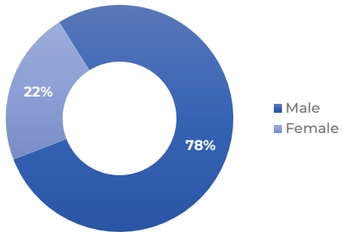
As much we believe that our differences are what make us strong, we still need to grow and learn from each other.
Difference is not something to be feared or avoided but something to be valued, appreciated, and embraced.

In the long-term, it's the internal diversity of the company that helps it remain resilient in the sea of change and receptive to evolving needs, perspectives, and trends, all of which stay largely invisible in the homogeneous environments.



Age Distribution

The distribution of employees by age group (changed/unchanged) compared to the year before.
The median age in the year under review was 35.



Gender ratio at Elsewedy Electric group headquarters

In 2019, we successfully fulfilled our interim employment target for the percentage of women. We aspire to bring about further improvements in gender balance and increase this percentage in the workforce and top management positions.

Training & Development

> *Our Performance Management System stimulates people to align their activities with strategic objectives by clearly defining and communicating performance criteria in any given job.*

The success of our company depends on the motivation and qualification of our workforce. Having the right people with the right skills is essential for our continued growth.

Expenditure:

Over the past two years, we have actively invested in the training and experience of our employees, as well as conducted frequent management development programs and skillset - enhancing training sessions across the Group.

The training programs for functional roles covered topics such as:

• Preventative maintenance • Mechanical and electrical maintenance • Production • Quality • Health and safety • Supply-chain and procurement management • Information technology

All new talent undergoes orientation training covering the following topics:

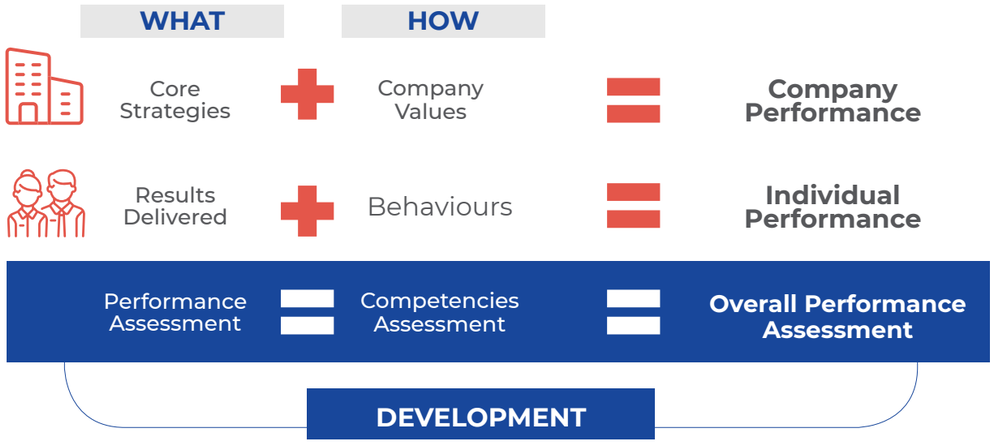
- Group's structure
- Key departments
- Ethics and Business Code of Conduct
- Zero-tolerance for harassment policy
- Competency Development Guide,
- Compliance and audit roles and policies.

Professional Education:

Benefits for participants of different managerial and learning levels include building up required professional skills, growing a professional network, increasing visibility to management, and their key communication techniques.

Performance Reviews:

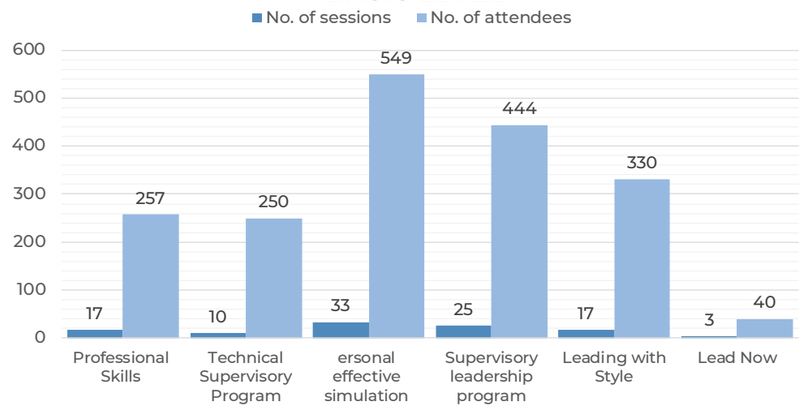
All employees receive annual performance reviews in the following areas:
• Instruction compliance • Communication skills • Teamwork spirit • Safety awareness • General attitude and commitment



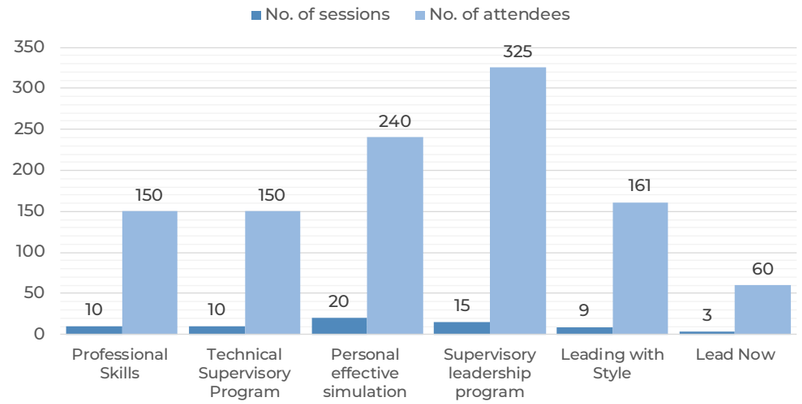
Development of Competencies in 2018

Educational opportunities have always been our strength, and throughout the past two years, we have implemented a wide range of educational programs tailored to the needs of different departments, teams, and management levels.

BASIC LEVEL



ADVANCED LEVEL



2018 Functional Training Programs

- BD Business
- HR Human Resources
- IN Investment
- TR Treasury
- LG Legal Dept.
- Sr. Managers, Senior/ Managers/ Directors
- SA Sales Dept.

Program Title	No. of sessions	Target Trainees
	2	BD
COMPETENCY BASED INTERVIEW (30 attendees)	2	HR
Training of Trainers (ToT) of Competency Based Interview (CBI) (15 attendees)	1	HR
MERGERS & ACQUISITION PROGRAM (16 attendees)	1	LG, IN, TR, BD
COACHING (42 attendees)	2	Sr.
SALES ACADEMY (30 attendees)	2	SA
GOAL SETTING (387 attendees)	12	BD, IN, TR, HR, LG, Sr., SA

Total # of Attendees: 557
Total # of Sessions: 22

ISO 29990

We have obtained the ISO 29990, which ensures high quality standards for providers of learning services in non-formal education and training, two years in a row.

Photo: Elsewedy Technical Academy - STA

Employee Learning And Development Program In 2019

The programs were designed to help employees pave a more confident and self-aware path in a volatile, unpredictable, and ever-changing world while being inspiring leaders and ethical human beings.

They helped employees to pave their way from complexity to clarity, adopt proactive instead of reactive strategies, and leverage personal strength, emotional intelligence, and in team and organization dynamics.

Target Audience	Training Program	No Of Sessions	Provider Name
Gms/ MDs / Vps	Lead Now	2	Tandam
Managers	VUCA	4	Tandam
Managers	The Leader's Code ®	3	Globalterminology
Supervisors	Pathfinder ®	6	Global-terminology
Staff	Human to Human ®	5	Globalterminology
Supervisors & Staff	Professional Business and Report Writing	4	Boost Training & Consulting
Reception Team	Business Communication and Etiquette	3	Boost Training & Consulting
Technicians	Professional Skills for Technicians	4	Globalterminology
	Professional Skills for Technicians	3	Globalterminology

Corporate Functional Training In 2019

The programs were designed to expand capacities of employees from different departments across a wide range of areas, focusing on skills that facilitate both personal and professional growth, while also helping to strengthen our competitive edge and effectiveness as a Group.

Training Program	No Of Sessions	Number of Trainees
Finance for Non finance	Different Departments	8
Business Lending Certificate	Treasury Department	1
IT Infrastructure Library Foundation Course	IT Department	4
Defensive Drive Training	HSE Department	20
Scaffolding	HSE Department	15
Business Development	Business Development Department	12
Project Management	Different Departments	6
Negotiation Skills course	Different Departments	7
French language course	Different Departments	10
Qualified Accountant Certificate	Finance	1
International Financial Reporting Standards (IFRS)	Finance	1
Advanced Excel course	Different Departments	5
Presentation Skills	Different Departments	8
Certified Management Accountant (CMA)	Finance	2
Cost Controller Training	Different Departments	3
Effective Feedback	Business Development	2
	HR Department	4
TOTAL		**109**

The Development Hub:
Training the Workforce of the Future For Elsewedy Electric

Thanks to the Development Hub mega-project, we have been able to deliver significant opportunities for Elsewedy Electric's current and prospective employees. We are proud to share some of our initial achievements in this regard. You can find more information about other deliverables of the Development Hub project in the Investment Projects and Accessible Education parts of this report.

TOTAL TRAINING DURING 2018-2019

109,568

HOURS

Program	Audience	Description	2018	2019	Total training hours	Total training hours per person
SOFT SKILLS	All employees	RME provides Communication Skills comprehensive three full day's practical program for all employees. The training has five customized programs for managers, senior engineers, junior engineers, senior non- engineers, and junior non-engineers.	-	**29 rounds, 476 employees**	11,424	24
TALENT	Fresh graduates	RME provides a 9-month annual intensive Talent Program for fresh engineering graduates. The idea of the program was to invest in young leaders from different engineering disciplines (i.e., civil, architectural, electrical, and mechanical) by training them intensively in all RME departments and specialties to have comprehensive knowledge about our scope of work and market.	-	**15 Trainees**	46,656	1728
PROGRAM	Graduates	Each talent thereby chooses the most desirable department to work in after concluding their training program.	12 Trainees	**58 Trainees**	20,928	192
SUMMER INTERNSHIP	Under-graduates	RME summer internship is an opportunity for undergrads to elevate their real-life knowledge and experience in construction. The program features an intensive 1-month internship at various RME sites.	51 Trainees	**15 Trainees**	21,600	1440
SAFETY PROGRAM	Fresh graduates	RME initiated an annual intensive Safety Talent Program for fresh graduates with a 9-month duration. Emerging from our urge to continually develop our safety measurements and control in our sites, RME provides safety training for fresh graduates allowing them to join our HSE department after concluding their intensive training.	-	**3 batches: 56 engineers**	8960	160

"GROW" Elsewedy Electric Future Leaders

GROW is a talent management program that aims to prepare and invest in the high potential supervisors and first-time managers to effectively assume future managerial roles and create Elsewedy Electric's internal pool of future leaders.

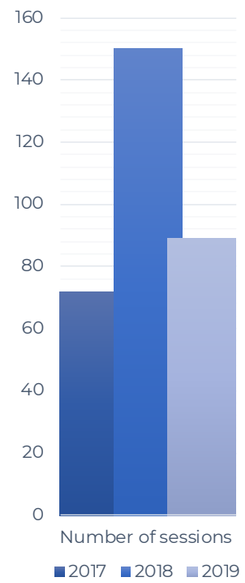
The program's kick-off event was on January 16th, 2019, comprising 70 top performers nominees who were shortlisted through an intensive assessment center to 30 high potential future leaders.
Through a journey of 8 months, those 30 talents have been enrolled in a development program that covered many areas such as leadership, business simulation, hands-on projects, and real-life and business case studies.
The graduation ceremony took place in September 2019.

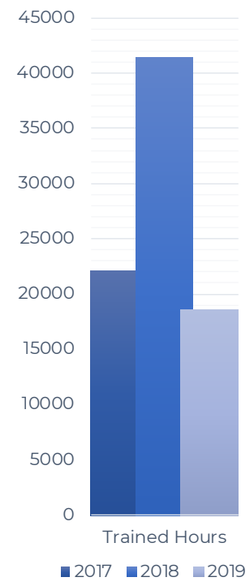
Building the Organization Capabilities

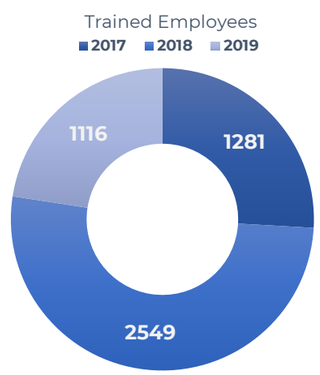
Throughout 2018 and 2019, we paid particular attention to developing our employees & investing in sharpening their skills. The Learning & Development department delivered seven comprehensive programs addressing all staff levels, starting from the technicians and engineers up to executive level.

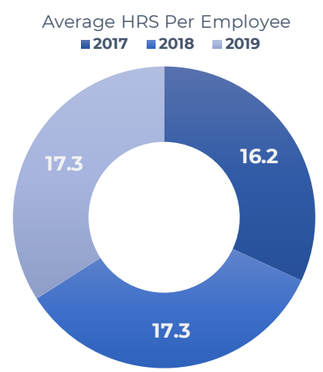
These programs tackled a wide range of topics such as:

- Leadership and Supervisory skills
- Innovation
- Strategic Thinking
- Change Management
- Foundation Sales Skills









No. Of Sessions
311

Trained Hours
82,218

Trained Employees
4,916

Avrrage HRS / employee
16,725

Employer Branding Journey

The journey started at the end of 2018. We focused on the current employees who grew within Elsewedy Electric to meet their career aspirations better.

This has been demonstrated through availing internal vacancies and prioritizing our employees over external hires. On the other side, the external talents' pool has expanded through a wide array of talent acquisition activities, such as launching the first Elsewedy Electric summer training program across 30 universities.

In addition, the Fresh Graduate Program was launched in three Elsewedy Electric subsidiaries, and covered the rest of the subsidiaries in 2019.

The talent acquisition team is extensively searching for the best calibers to support new market growth.

Photo: Elsewedy ELectric HQ

SPARK Employee Recognition Program and Award

The program promotes a recognition culture by empowering managers to acknowledge exemplary behavior and positive business results within their team.

The program emphasizes the importance of values and teamwork and has four key elements:

- Value-based recognition
- Project-based recognition
- Instant/On-spot recognition
- Tenure recognition

The program has four types of awards:

- Bronze
- Silver
- Gold
- Platinum

Which include cash awards, shopping vouchers, certificates, memorable overseas trips to exotic locations, and thank yous.
Two annual awards are available to individuals and teams.

Meritocracy & Building the Employee Value Proposition

The employee value proposition (EVP) includes GIVE and GETS elements, covering what employees receive from their employer and what they are expected to deliver in return.
A strategically designed EVP attracts, retains, and engages employees to drive business success.

In 2018, the compensation & benefits team worked on several projects covering diverse EVP pillars, such as the job evaluation JE/ Grading projects aimed at designing a competitive reward strategy and shaping our benefits portfolio.

In 2019 we finalized the job evaluation of outstation subsidiaries to set their grading and salary structure.

Our Total Rewards philosophy recognizes employee performance as a factor in determining workforce compensation and endorses fair pay segmentation in accordance with industry type, position, nature, and impact on business.

Another factor helping to ensure our market competitiveness and attract the best calibers is strategic employee market positioning.

Health & Safety

Occupational health and safety management is an essential element of our sustainability principles and business practices.
It is also reflected in our Code of Conduct and Business Ethics, internal monitoring systems, risk management work and internal controls. Finally, we comply with all laws, regulations and procedures that govern workplace health and safety wherever we operate.

OUR HSE POLICY IS STRUCTURED ON FOUR PILLARS:

ALL INCIDENTS ARE PREVENTABLE

We classify accidents into serious injuries, slight injuries, occupational illnesses due to exposure and any related physical harm that may come to our employees and subcontractors.

SAFETY CAN BE MANAGED

Through the implementation of effective management control systems we can minimize the risk of workplace hazards and prevent injuries.

OUR MANAGEMENT IS RESPONSIBLE FOR ENSURING SAFE OPERATIONS

Every manager across the Group has a responsibility to ensure the safety of those under his or her supervision. This applies to field, operational, and functional departments.

PROTECTING THE ENVIRONMENT IS OUR RESPONSIBILITY

The health of our employees depends on a healthy environment. We ensure that we comply with all environmental legislation, policies and requirements across all global operational locations.

A CULTURE OF HEALTH AND SAFETY

We apply consistent efforts to enhance management systems and adopt good practices to ensure the best possible results over the long term.
Our HSE commitments:

- Elimination of the incident agents and causes Identification and minimization of hazards and risks at all stages
- Performing works and activities only after all risks have been minimized
- Employees should not place themselves at risk of harm and may withdraw from hazardous situations
- Managers and supervisors are responsible for the health and safety of people under their supervision
- Employees shall not create situations that have the potential to cause harm to themselves and others
- Employees are obliged to report any situation that may cause harm and to take all reasonable steps to prevent that situation from causing harm
- Employees shall be committed to the corporate HSE objectives.
- Ensure proper use of Personal Protection Equipment (PPE) within factories (Elsewedy SEDCO)
- All employees shall have access to safety booklets, signs, and warnings at all facilities, as well as relevant training, lectures, workshops, and seminars.

EMPLOYEE TRAINING

Elsewedy Electric Group ensures employees are trained on safety procedures relevant to their work. The Group goal at the beginning of 2018 was to provide an average of 8 hours of internal safety training for each manufacturing and project site employee. Also, **89%** of PSP operations managers received Group HSE training.

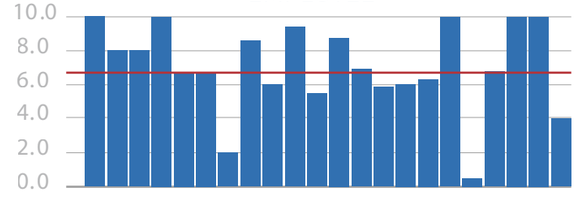
During 2019 we gave a total of **25 hours/person** of occupational health and safety training to our employees, while **100%** of PSP operations managers have received Group HSE training.

PROMOTION OF HEALTH AND WELLBEING

We started with Iskraemeco, and today we spread this encouragement to all our employees to improve their health and safety through the following actions and initiatives:

- Attending lectures, such as How I Can Manage Stress in the Workplace, and first aid training
- Attending workshops on how to stop smoking and on incorporating healthy movement and diet into everyday life
- Medical check-ups and examinations, including blood work, artery checks, bone density measurements, and seasonal influenza vaccination
- Weekly running, workout, and yoga activities with Olympic athlete Brigita Langerholc
- Joining a TaiJi meditative movement course through the local TaiJiQuan organization
- Joining recreational sports competitions, for which Elsewedy Electric pays the participation fees
- Attending the Health Days that happen twice a year and where employees receive information on specific health-related topics and gifts to promote their health, such as stress balls, and healthy food, such as fruits and vegetables, whole-grain rolls, nuts with dried fruit, and yogurt
- Attending preventive periodical and preliminary medical examinations conducted at the specific clinic for occupational health on each location

AVERAGE TRAINING HOURS PER EMPLOYEE



9-10 hours/per employee
- EgyTech
- PSP
- Doha Cables
- T&D
- EHV
- Elsewedy Transformers Egypt

<4 hours/per employee
- Algeria
- 3W Networks

SAFETY MINDSET AND HAZARD PREVENTION

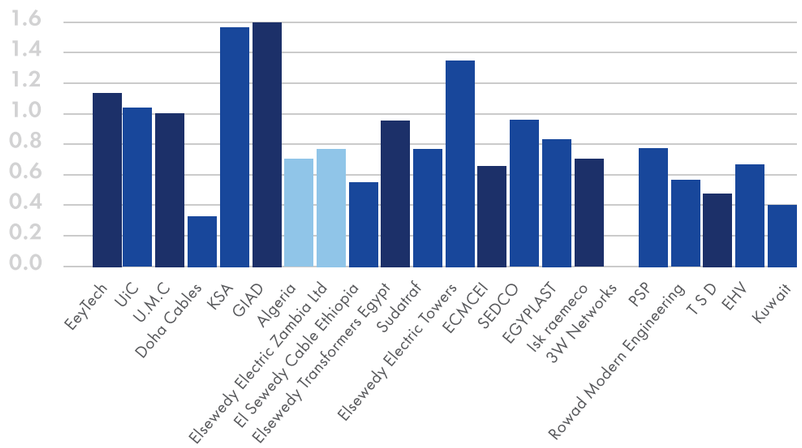
Guaranteeing a safe working environment is both the responsibility and right of every employee of Elsewedy Electric.

This approach extends to our customers and suppliers, as well as authorities and other stakeholders, ensured by compliance with international and local policies and targeted training programs for employees and contractors.

We strive to create a safety mindset built upon personal values.
One of the key elements of such a mindset is timely and appropriate identification and management of risks and hazards. To ensure this, we conduct comprehensive hazard evaluations.

The recent assessment covered **17** out of **22** companies, with an average evaluation of the main hazards achieving **70%** compliance with Group HSE standards. To improve compliance, we installed **2,325** machine guards across different locations.

OF HAZARD REPORTS PER EMPLOYEE



Hazard Report – report of unsafe condition or behavior by non-HSE team

Target – 100% closed hazard report every year

100% closed

80-90% closed

Photo: Elsewedy SEDCO

SAFE TRANSPORTATION FOR EMPLOYEES

Three high-risk accidents involving employee transportation were identified in 2017.

In response, we developed a Safe Transportation Policy with safety requirements for vehicles, drivers, and transportation contractors.

We also implemented a range of measures to mitigate the risk of future accidents:

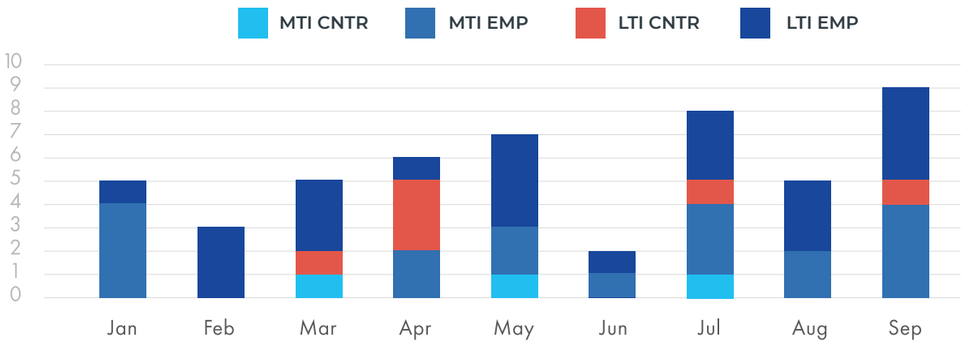
- Employee transportation vehicles were renewed
- A supervisor was identified for each route
- Drivers were given additional training
- Random drug testing for drivers was introduced
- GPS tracking was installed on all vehicles used to transport employees

PREVENTING INJURIES AND HAZARDS

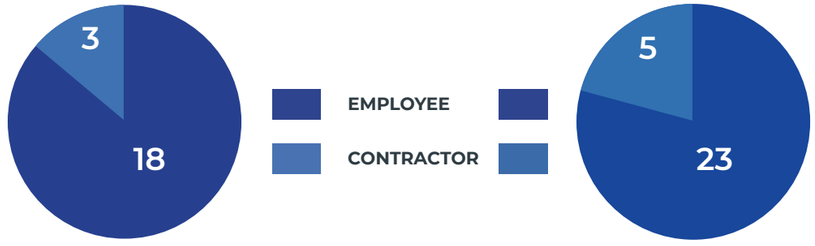
Maintaining a safe and healthy environment is a top priority for Elsewedy Electric Group.
The hard work of both employees and management help ensure safety procedures and policies across the entire Group are operating effectively, and everyone is working together to minimize risk and reduce the number of incidents in the workplace.

In 2018, we also had a significant improvement in safety performance. Lost-time injuries (**LTI**) resulting in employee absence dropped by **28.7%** in 2019 compared to 2018 for both employees and subcontractors. In 2018 we had two Class II fire incidents at RME construction sites.

NUMBER OF INJURIES



As of the third quoter of 2019 we registered 50 injuries among employees and contractors, both LTI and MTI (see graphs for details).



# of Medical Treatment Injuries requiring a doctor to treat not just a nurse or first aid and employee returned to work

# of Lost Time Injuries leading to employee not returning to work on the next shift

TOWARDS ZERO ACCIDENTS

We are currently working towards our vision of zero injuries and accidents, investing in it through multiple strategic activities and initiatives.
In 2018, EgyTech recorded zero lost time accidents for the first time in its history.
This was made possible because of the dedication of all employees and the company's commitment to implementing the highest safety standards and procedures.

EMPLOYEE AWARENESS

Safety training activities are strategically embedded at EgyTech, including safety leadership training for managers and supervisors, safety training for employees, and specialized training on topics such as fire protection, lifting, firefighting, and design and maintenance of fire systems.
The company-wide focus on safety training led to improved safety awareness across all levels of the company.

SAFETY MANAGEMENT COMMITTEE

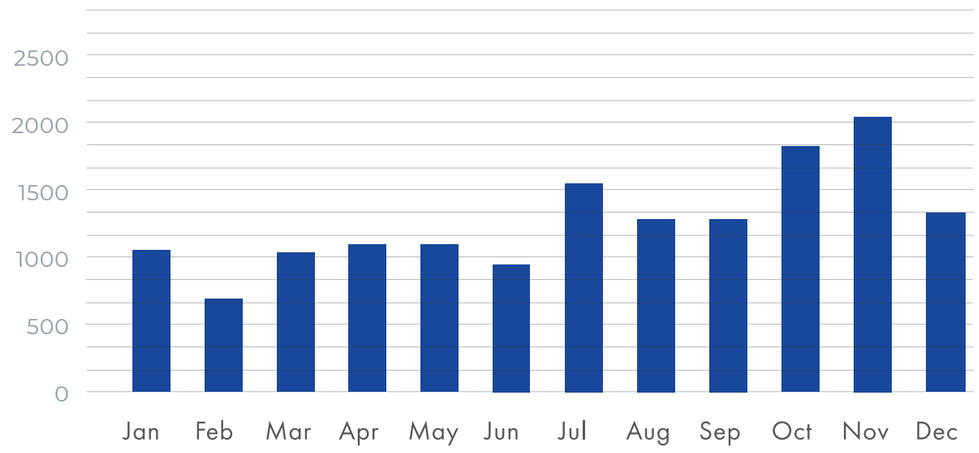
In EgyTech, a Safety Management Committee was established at each site, led by top management teams.
The committee monitors the implementation of safety protocols and resolves barriers that prevent EgyTech from achieving the zero accidents ambition.
The committee meets on a fixed monthly schedule that is well respected and attended.

HAZARD CONTROL AND REPORTING

In 2018 we introduced hazard reporting mechanisms at manufacturing and project sites to help our employees recognize and report unsafe conditions to the HSE department and suggest corrective measures that can be taken.
A total of **14,631** cases of unsafe conditions were reported by non-HSE department employees, which is **1.1** hazard reports per employee, with **89%** of these dangerous conditions having been corrected.
The following hazard areas are controlled through comprehensive risk assessments:

- machine guarding
- isolation of hazardous energy
- working at heights
- permit to work system,
- employee transportation.

NUMBER OF UNSAFE CONDITIONS REPORTED (IN 2018)



PSP HEALTH & SAFETY RESULTS, 2019

TOTAL INJURIES (EMPLOYEES & CONTRACTORS)

	Target	YTD actual
Lost Time Injury Rate	0.0	0.0
Recordability Rate	2.0	0.3

Employees

	Target	YTD actual	YE best expected
Lost Time Injury Rate	0.0	0.0	0.0
Recordability Rate	2.0	0.2	0.2

Contractors

	Target	YTD actual	YE best expected
Lost Time Injury Rate	0.0	0.0	0.0
Recordability Rate	2.0	0.3	0.3

SAFETY TRAININGS

	Target	YTD
Training hrs/employee	8.0	25.0
% Managers Trained	95%	100%
#of Managers Safety Tours	60	95

Main Hazards Evaluation

	Target	YTD
Main Hazards Evaluation	80%	89%
Site General Safety	80%	-
Risk Assessment	80%	82%
Vehicles Safety	80%	93%
Work at heights	80%	100%
Machine Safety	80%	82%

Hazard Reports

	Target	YTD
# Of Hazard Reports	1,328	1,346
# of Hazard Reports / employee	1.0	1.1
% Closed Hazard Reports	90%	100%
# of High Risk Hazards		116
% closed HIGH risk Hazards	90%	100%

Fire Incidents

	Target	YTD
Fire Incident Class	0	1
Fire Incident Class II	0	0
Fire Incident Class III	0	1

Group HSE Objectives	Weight	Target by YE	Evaluation of the Objective		
			YTD Actual	Evaluation	Weight x Evaluation
LTI Rate (Empl+Cntrctr)	45%	Zero	0,0	100%	22,5%
Recordability Rate (Empl+Cntrctr)		Zero	0,3	100%	22,5%
Hazard Reports / Employee	5%	1.0	1,1	100%	5,0%
Internal Safety training (hrs/empl)	5%	8.0	25,0	100%	5,0%
% Managers Trained	5%	95%	100%	100%	5,0%
# of Managers Safety Tours	5%	60	95	100%	5,0%
Main Hazards Evaluation	10%	80%	89%	100%	10,0%
GROUP HSE OBJECTIVES EVALUATION					**75,0%**
OVERALL HSE OBJECTIVES EVALUATION					**100%**

Photo: Elsewedy Transformers

ADDRESSING OUR INVESTORS

08

Generating Sustainable Value

Our Shareholders

Financial Performance

Completed Projects

Projects Under Development

— Sherief Elzeiny
VP / Chief Financial Officer

ADDRESSING OUR INVESTORS

08

Generating Sustainable Value

At Elsewedy Electric, we are keen on generating added value in the form of job creation, expanding services, production sites, and access to energy.

We work daily to ensure our company is profitable for our shareholders and beneficial to our stakeholders while contributing to our commitments towards the environment and our society. We strive for nexus and synergy between multiple development goals and the creation of added value for both Elsewedy and society at large.

Our business solutions portfolio and holistic services ensure that the products and services we offer are generating high value for consumers.

Meanwhile, client satisfaction and loyalty are critical to our long-term growth, and we are committed to providing not only the best solutions to the market and the best expertise but also to encouraging open innovation and building successful relationships with our customers.

Meanwhile, client satisfaction and loyalty are critical to our long-term growth, and we are committed to providing not only the best solutions to the market and the best expertise but also to encouraging open innovation and building successful relationships with our customers.

Finally, we ensure profitability for all of our shareholders and investors, combined with long-term success and development of the company.

Elsewedy Electric is proud to contribute to Egypt's economic growth, both through the Group's constant development and through extensive holdings locally and internationally. Not only do we drive economic growth in the markets where we operate, but we create jobs, provide decent livelihoods, and develop industries.

As a direct result of its industrial clusters, PIP alone has created **50,000** jobs.
We are particularly careful about our investments and are committed to building a robust ESG portfolio, as we also continuously update a comprehensive exclusion list featuring all activities and industries in which the company excludes from investing, sponsoring, and conducting activities.

At the core of our sustainability growth ambition is generating more value from fewer resources across the entire value chain, acknowledging the physical limits of decoupling and enhancing our supply chains. We strive for excellence in ESG compliance of our new investments as well as continually assess financial risks connected to climate change, adopting mitigation and corrective actions.

Such an approach helps to create sustainable value for our business, customers, and society while delivering growth and profits.

INVESTOR AWARDS

Since it has been first-time listed on 2011 by "Boston Consulting Group" amongst the "100 BCG Global Challengers ", Elsewedy Electric maintained its position till today among the " 100 Rising Stars from Rapidly Developing Economies that are Reshaping Global Industries".

Ahmed Fathy El Sewedy

Our Shareholders

Our development and acquisition of advanced technology positions the Group to supply the most cost-effective and clean technology locally, regionally, and internationally.

Group-wide sharing of the most advanced production technology extends significant efficiency gains across the Group, while effective brand development boosts the Group's profile as a leading energy player.

Elsewedy Electric has been listed on the stock market since May 2006, a move that consolidated our global standing and improved brand equity.

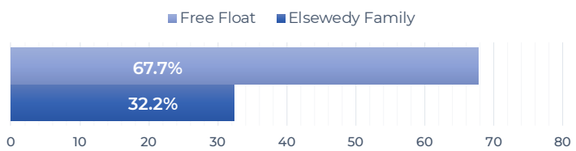
We prioritize transparency and accountability in our investor communications, ensuring that information related to the Group, our operations, board practices, and stock activity is accessible through a cohesive and well-organized database platform.

Share Information & Structure

(As at 31 December 2019)

SWDY.CA on the EGX

Number of Shares	2,184,180,000
Share Price (31 Dec 2019)	EGP 11.5
Market Cap (31 Dec 2019)	EGP 25.12 bn



Stock Information

SWDY.CA on the EGX

Incorporation	Egypt
Sector	Industrial Manufacturing
Index	EGX 30
Full Listing	The Egyptian Exchange (SWDY.CA)
2018 Issued Shares	-
2019 Issued Shares	2,184,180,000 shares
2018 Free Float	32%
2019 Free Float	32.3%
Share Price (31 Dec 2018)	EGP 18.04
Share Price (31 Dec 2019)	EGP 11.5
Market Capitalization (2018)	EGP 39.04 bn
Market Capitalization (2019)	EGP 25.12 bn

Financial Performance

Even through times of economic hardship, Elsewedy Electric has maintained and improved its solid financial position.

OUR ADVANTAGES AT HOME

The Group's nearly 100% local staffing allows for tax benefits and lower financing costs, leading to better margins and a secure market share.

Local insight allows us to retain intelligence and know-how on local conditions, key players, and key relationships. Local insight allows us to advantageously anticipate market demands.

OUR ADVANTAGES ABROAD

Through a close federation of localized production and distribution centres and a global coordination centre in Cairo, Elsewedy Electric gains economies of scale without compromising its local producer advantages.
An expansive worldwide distribution network
Investments in information and communication technology (ICT) infrastructure link our geographically dispersed factories and offices, allowing data and knowledge to be shared, leading to reduced costs and faster and more efficient operations.

Revenues came in at **EGP 46,628.8** million in FY 2019, representing year-on-year growth of **9.7%**, driven by growth in our turnkey projects segment, whose contribution rose significantly year-on-year to almost that of the Group's original main contributing segment; wires and cables.

Gross profit grew by **13.8%** y-o-y to **EGP 8,194.0** million in FY 2019, with the gross margin climbing by **0.7%** to **17.6%** during the same period.

SG&A expense for the year recorded **EGP 2,709.7** million, up **21.3%** year-on-year.
EBITDA increased by **6.2%** year-on-year to post EGP **6,434.2** million in FY 2019, yielding an EBITDA margin of **13.8%**, down by 0.5 percentage points.

Net Profit after Minority Interest came in at **EGP 4,021.8** million in FY 2019 compared to **EGP 4,991.9** million in FY 2018, representing a **19.4%** decline year-on-year and an **8.6%** net profit margin.
Elsewedy recorded a net cash amount of **EGP 769.0** million as of 31 December 2019 versus a net cash position of **EGP 12.0** million as of 31 December 2018.

Inventory came in at **EGP 9,148.6** million as of 31 December 2019, down by **2.0%** from **EGP 9,334.1** million booked as of 31 December 2018.

Accounts receivable grew by **10.8%** year-on-year to **EGP 12,536.7** million as of 31 December 2019.

On the other hand, Accounts Payable fell by **17.1%** between 31 December 2018 and 31 December 2019 to record **EGP 3,936.2** million.

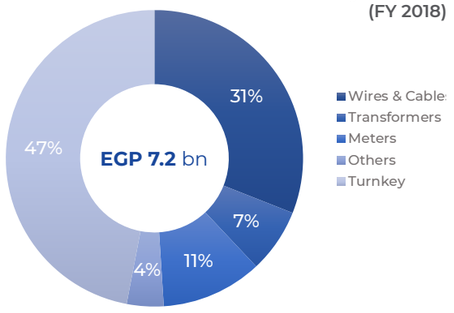
Full report – FY 2019 Consolidated Financial Highlights

Summary Income Statement

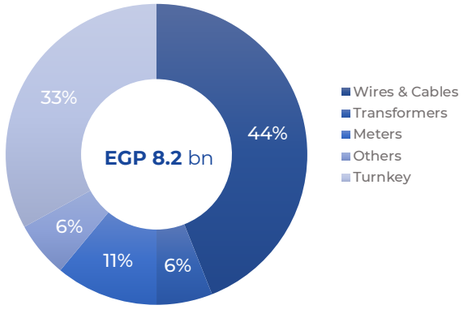
EGP (000)'s	Q4-2019	Q4-2018	% Change	FY-2019	FY-2018	% Change
Revenue	12,082,296	12,174,901	-0.8%	46,628,791	42,490,563	9.7%
Gross Profit	2,896,736	2,016,802	43.6%	8,194,000	7,199,168	13.8%
Gross Profit Margin	24.0%	16.6%	-	17.6%	16.9%	-
EBITDA	2,352,769	1,735,723	35.5%	6,434,236	6,060,448	6.2%
EBITDA Margin	19.5%	14.3%	-	13.8%	14.3%	-
Net Income After Minority	1,304,621	1,487,798	-12.3%	4,021,844	4,991,873	-19.4%
Net Income After Minority Margin	10.8%	12.2%	-	8.6%	11.7%	-

Active Companies	48
Active Presence	Africa / Europe / Asia
Fixed Assets	14 Countries
Fixed Assets Egypt	10 bn EGP
Fixed Assets Abroad	9.3 bn EGP
Sales Revenue	50 bn EGP
Import & Export	15 bn EGP
Inland Transit	30 bn EGP
Auto fleet	500 M EGP
Contractors Machinery	500 M EGP

Gross Profit by Segment (FY 2018)



Gross Profit by Segment (FY 2019)



CONSOLIDATED BALANCE SHEET

EGP	31/12/2018	31/12/2019
Long Term Assets		
Fixed Assets	5,882,789,039	8,450,827,455
Investments	1,337,379,690	1,315,136,986
Other long-term Assets & Good will	302,558,414	743,639,294
Other long-term Receivables	2,430,070,435	2,526,349,912
Total Long-term Assets	9,952,797,578	13,035,953,647
Current Assets		
Inventories	9,334,088,479	9,148,634,900
Receivables	11,318,561,524	12,536,743,336
Other Debit balance	6,394,477,999	8,426,353,668
Due from Related Parties	483,068,527	693,528,592
Cash & Cash Equivalents	8,685,415,249	9,556,478,691
Total Current Assets	36,215,611,778	40,361,739,187
TOTAL ASSETS	46,168,409,356	53,397,692,834
Current Liabilities		
Bank Overdraft & Short-term loans	8,422,374,380	6,774,718,608
Accounts Payable	4,749,888,548	3,936,191,619
Other Credit balance	13,409,603,894	19,125,746,474
Due to Affiliates	356,209,224	539,618,140
Provisions	1,161,476,310	1,484,492,493
Total Current Liabilities	28,099,552,355	31,860,767,335
Issued and Paid Capital	2,184,180,000	2,184,180,000
Retained Earnings	11,632,446,467	13,697,310,837
Others	1,835,766,332	835,026,810
Total Parent's Shareholders' Equity	15,652,392,799	16,716,517,647
Minority Interest	516,570,863	582,004,359
Total Equity	16,168,963,661	17,298,522,006
Long-term Loans	251,035,810	2,012,744,882
Other long-term Liabilities	1,648,857,530	2,225,658,611
Total Long-term Liabilities	1,899,893,340	4,238,403,493
TOTAL LIABILITIES & EQUITY	**46,168,409,356**	**53,397,692,834**

CONSOLIDATED INCOME STATEMENT

EGP	Q4-2019	Q4-2018		FY-2019	FY-2018	
Sales						
Wires & Cables	4,776,091,178	6,092,407,476		21,654,936,505	23,614,259,765	
Electrical Products	1,453,424,289	1,451,337,925		5,824,098,953	5,704,115,516	
Turnkey Projects	5,852,780,931	4,631,155,374		19,149,756,014	13,172,188,069	
TOTAL SALES	12,082,296,398	12,174,900,775	-0.8%	46,628,791,471	42,490,563,350	9.7%
COGS	(9,185,560,166)	(10,158,099,188)		(38,434,791,700)	(35,291,395,175)	
GROSS PROFIT	2,896,736,232	2,016,801,587	43.6%	8,193,999,772	7,199,168,175	13.8%
GROSS PROFIT MARGIN	24.0%	16.6%		17.6%	16.9%	
SG&A	(760,196,711)	(692,054,055)		(2,709,712,657)	(2,235,107,952)	
Other Operating Income	(53,641,683)	172,830,034		312,797,121	414,754,348	
Other Operating Expense	(93,668,341)	(112,969,401)		(569,144,301)	(584,733,724)	
Income from Investments	79,683,149	176,898,583		375,294,555	616,298,493	
EBITDA	2,352,769,074	1,735,723,195	35.5%	6,434,236,008	6,060,447,575	6.2%
EBITDA Margin	19.5%	14.3%		13.8%	14.3%	
Depreciation & Amortization	(283,856,428)	(174,216,446)		(831,001,518)	(650,068,235)	
FX Gain / (Loss)	(181,957,823)	(39,368,396)		(354,837,543)	(116,173,761)	
EBIT	1,886,954,824	1,522,138,353	24.0%	5,248,396,947	5,294,205,579	-0.9%
Interest Expense	(142,811,079)	(96,516,462)		(473,522,236)	(356,959,191)	
Interest Income	147,043,170	235,352,368		719,695,770	1,130,359,587	
Interest Income / (Expenses)	4,232,091	138,835,906		246,173,534	773,400,396	
EBT	1,891,186,915	1,660,974,259	13.9%	5,494,570,481	6,067,605,975	-9.4%
Tax	(513,216,052)	(129,759,840)		(1,331,462,506)	(957,926,253)	
Net Income	1,377,970,863	1,531,214,419	-10.0%	4,163,107,975	5,109,679,722	-18.5%
Minority Interest	(73,349,882)	(43,416,885)		(141,263,579)	(117,806,954)	
Net Income After Minority Interest	1,304,620,981	1,487,797,534	-12.4%	4,021,844,396	4,991,872,768	-19.4%
Net Income Margin	**10.8%**	**12.2%**		**8.6%**	**11.7%**	

After a challenging year, 2019 marked a return to growth for Elsewedy, with revenues up by 9.7% year-on-year to EGP 46.6 billion, which trickled down to EBITDA growth of 6.2% year-on-year to EGP 6.4 billion. Our growth was particularly pronounced during the last quarter for 2019, with gross and EBITDA margins up 10.6 and 9.0 percentage points respectively, quarter-on-quarter.

REVENUE BY SEGMENT

EGP (000)'S	Q4-2019	04-2018	CHANGE	FY-2019	FY-2018	CHANGE
WIRES & CABLES	4,776,091	6,092,407	-21.6%	21,654,937	23,614,260	-8.3%
TURNKEY PROJECTS	5,852,781	4,631,155	26.4%	19,149,756	13,172,188	45.4%
METERS	738,137	752,567	-1.9%	3,257,963	3,199,870	1.8%
TRANSFORMERS	529,968	455,411	16.4%	1,805,721	1,680,864	7.4%
ELECTRICAL PRODUCTS	185,319	243,360	-23.8%	760,415	823,381	-7.6%
TOTAL	**12,082,296**	**12,174,901**	**-0.8%**	**46,628,791**	**42,490,563**	**9.7%**

WIRES & CABLES

Revenue from wires & cables recorded **EGP 21,654.9** million in FY 2019, representing a year-on-year decrease of **8.3%** year-on-year.
The fall in revenues was completely price-driven, with volume sold up by **2.7%** year-on-year to **126,948** tons in FY 2019 from **123,564** tons in FY 2018.

Gross profit from wires & cables fell by **19.0%** year-on-year on the back of a **14.4%** decrease in gross profit per ton, which fell to **EGP 16,349** in FY 2019 from **EGP 19,108** in FY 2018.

TURNKEY PROJECTS

Revenues from turnkey projects came in at **EGP 19,149.8** million in FY 2019, up by **45.4%** y-o-y from **EGP 13,172.2** million in FY 2018.
The segment's contribution to the company's total revenue grew to **41.1%** in FY 2019 compared to **31.0%** in the same period last year.
Elsewedy's backlog of turnkey projects came in at **EGP 58.5** billion at the end of the year, up by **1.6%** year-on-year from **EGP 57.6** recorded in FY 2018.

The segment booked a gross profit of **EGP 3,875.5** million in FY 2019 compared to **EGP 2,366.8** million in FY 2018, representing a year-on-year growth of **63.7%** and yielding a GPM of 20.2%, up 2.3 percentage points during the year.

METERS

2019 saw the meters segment book revenues of EGP 3,258.0 million, up by 1.8% year-on-year. Revenue growth for the segment was completely volume-driven, with volume sold up an exceptional 65.6% year-on-year to 6 million meters.

2019. In parallel, gross profit per meter fell by 36.1% year-on-year to EGP 145 in FY 2019 from EGP 227 in FY 2018. The segment's backlog stood at EUR 42 million by year-end 2019.

TRANSFORMERS

Transformers' revenues grew by 7.4% year-on-year to record EGP 1,805.7 million in FY 2019, on the back of increased sales volumes, which grew by 17.5% year-on-year to 8,406 MVA.

The segment's gross profit per MVA grew by 9.1% year-on-year to EGP 54,447 in FY2019, which resulted in an exceptional 28.1% year-on-year growth in its gross profit to EGP 537.9 million during the same period.
Its resulting gross profit margin grew by 4.8 percentage points to 29.8% in FY 2019.

OTHER ELECTRICAL PRODUCTS

Revenue from the other electrical products came in at EGP **760.4 million**, representing a decrease of **7.6%** year-on-year.

The segment's gross profit fell by 18.7% year-on-year to record EGP **327.2 million**, with its corresponding GPM down by 5.9 percentage points to **43.0%** during the same period.

CONSOLIDATED RESULTS FOR 2018 FY

42.5bn EGP
Consolidated Revenue FY 2018
-1%

6bn EGP
EBTIDA FY 2018
-22%

7.2bn EGP
Gross Profit FY 2018
-20%

4.9bn EGP
Net Profit FY 2018
-22%

CONSOLIDATED RESULTS FOR 2019 FY

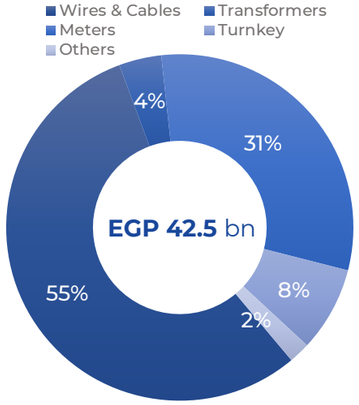
46.6bn EGP
Consolidated Revenue FY 2019
+9.7%

6.4bn EGP
EBTIDA FY 2019
+6.2%

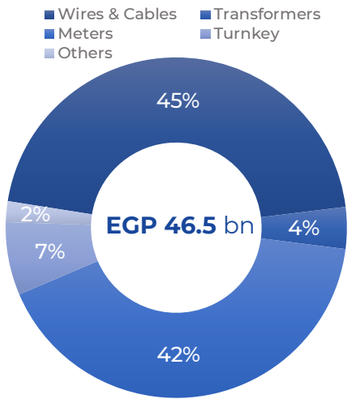
8.2bn EGP
Gross Profit FY 2019
+13.8%

4bn EGP
Net Profit FY 2019
-19.4%

Revenue by Segment (FY 2018)



Revenue by Segment (FY 2019)



MEGA-PROJECTS

ISKRAEMECO
USD 36.7 Million Contract for Smart meters in Madagascar

EGYCABLES
EGP 583.7 Million Contract for Upgrade of the Cairo Regional Control Center

ROWAD
EGP 638.4 Million Contract for PODIUM 2 Project for AFCAC

Completed Projects

Sustainable investment is a core pillar at Elsewedy Electric, and we have extensively focused on Egypt and African regions. Our vision is to become a leading industrial community developer in the region, committed to sustainable development to serve the society in an efficient and ethically responsible manner, and create value for our clients and employees while attracting foreign and local investment and enhancing competitiveness.

Photo: Elsewedy Transformers

POWER TRANSMISSION & DISTRIBUTION

Elsewedy T&D's efforts in the energy sector focus on the transmission of electricity throughout Egypt to ensure as many communities as possible have access to their basic energy needs. Elsewedy T&D has successfully accumulated 1,837,140 safe working hours for the following five projects, which provided employment opportunities to a total of 1,335 Egyptian workers. This has led to valuable experience and skills that they will carry with them throughout their professional careers.

POWER TRANSMISSION & DISTRIBUTION

ELSEWEDY ELECTRIC T & D

	Benban – Nagaa Hamady 500kV OHTL	Cairo Capital SS1	RCC	New Capital Tunnel	Canal Sugar 220kV OHTL and S/S
DETAILS	195KM of 500kV OHTL	500/220/66/22 GIS Substation	Regional Control Center	Cables installation and MEP works	52KM of 220kV OHTL, 220/33/11kV GIS Substation
WORKFORCE	900 Egyptian Workers	450 Egyptian workers	750 Egyptian workers	600 Egyptian workers	500 Egyptian workers
SAFE WORKING HOURS	1,450,000 safe working hours ZERO LTA	2,400,000 safe working hours	621,380 safe working hours	200, 000 safe working hours	400,000 Safe working hours
DURATION	6 months	12 months	14 months	Phase I 8 months Phase II 18 months	6 months
ACHIEVEMENTS	EETD prevailed over its competitors with the best offers locally and internationally and secured a large tender with the Egyptian Electricity Transmission Company (EETC), represented by the Armament Authority. The stand-out achievement of the project comes from the fact that the transmission line that will carry the energy generated from the 2GW solar farm in Benban – Aswan, which is the biggest solar energy farm in the Middle East, and connect it to the national grid.	The new capital is set to be Egypt's new administrative and financial hub. Elsewedy T&D's contribution to the capital cannot be understated as it presents one of the basic needs for an administrative and economic hub. The total project duration planned was half of that of any project of similar scope. This achievement was only possible due to our commitment to efficiency, quality, and timeliness.	The contract included the installation of a range of advanced high-precision products (SCADA). A large-scale control center located in the province of Ismailia, one of the cities of the canal, in addition to the provision of nearly 120 remote control units (RTU) distributed within the Canal Zone and Sinai as well as a fiber-optic network. Thus, the capacity of the electrical networks of the infrastructure is increased not only as a production capacity but also in the level of control, management, data extraction, and power management systems, enabling it to monitor and control the transmission and distribution networks more efficiently and smoothly to ensure the readiness of the energy systems across the Suez Canal area.	The contract with the New Urban Communities Authority covered the execution of the electro-technical works for the project of tunneling high voltage cables connecting three substations in the new administration capital (S1, S2, S3).	This project includes the development, reclamation, and cultivation of 181,000 feddans of desert land west of Minya (under the President's project for reclamation and cultivation of 1.5 million feddans). It will have an annual capacity of 900,000 tons of sugar beet, thus contributing to bridging the deficit between sugar production and consumption in Egypt by 75%. Elsewedy Electric T&D was yet again privileged to be the backbone for the nationally crucial projects and was awarded the prestigious opportunity of being the EPC contractor for the factory's transmission line and substation. All the electrical works for the project shall be finished by the end of 2019.

CONSTRUCTION & INFRASTRUCTURE

ROWAD aims to protect the past while building the future through Civil Construction Works. We invest in projects that will develop the economy and industries of the cities we operate in, using local workforce and local materials and resources, ensuring health and safety and high-quality construction standards throughout the operations.

OLYMPIC MULTI – SPORTS HALL NEW CAIRO CAPITAL CITY, EGYPT

Complete civil and MEP works of the iconic Olympic Multi-sports hall.

1.2mi EGP

18 months

ABOU SULTAN BRIDGE ISMAILIA, EGYPT

Construction works for Abou Sultan Bridge in Ismailia

6 months

ABOU SULTAN ROAD BRIDGE (2) EXTENSION

ISMAILIA, EGYPT

After the successful fast track completion of Abou Sultan Bridge 1, RME were awarded the construction works for Abou Sultan Bridge (2) Extension

3 months

ELCOSTEEL ROLLING MILL PLANT + SUBSTATION

SUEZ, EGYPT

RME was the primary contractor of the construction of Elcosteel Rolling Mill Plant Substation in Suez.

400mi EGP

6 months

ELCOSTEEL ROLLING MILL PLANT + SUBSTATION

SUEZ, EGYPT

RME was the primary contractor of the construction of Elcosteel Rolling Mill Plant Substation in Suez.

400mi EGP

6 months

RESTORATION OF MOHAMED ALI PALACE

Mohamed Ali Palace in Shobra is one of the historic icons portraying Egyptian history and culture, as such, the Egyptian Ministry of Antiques entrusted RME with renovating & restoring it back to its best.

85mi EGP

18 months

ROYAL CITY MALL SHEIKH ZAYED CITY, EGYPT

Civil & electromechanical works. Construction of the Royal City Open Mall consists of 15 buildings.

500mi EGP

24 months

SIEMENS PS SERVICES CENTER – RAMSIS II (AIN SOKHNA, EGYPT)

Turnkey activities to build a new training, repair, and tooling facility for Siemens

311mi EGP

12 months

BENBAN SOLAR PLANT PROJECT ASWAN, EGYPT

The construction of four plots in Benban covering the supply of services in relation to the Mobilization, Civil, Electrical activities including Testing & Commissioning of the solar plant works.

164.9mi EGP

8 months

GOVERNMENTAL DISTRICT MINISTERIAL BUILDINGS PROJECT NEW CAIRO CAPITAL CITY, EGYPT

Turnkey contract for the massive 4 Ministerial Buildings Project.

1.2mi EGP

18 months

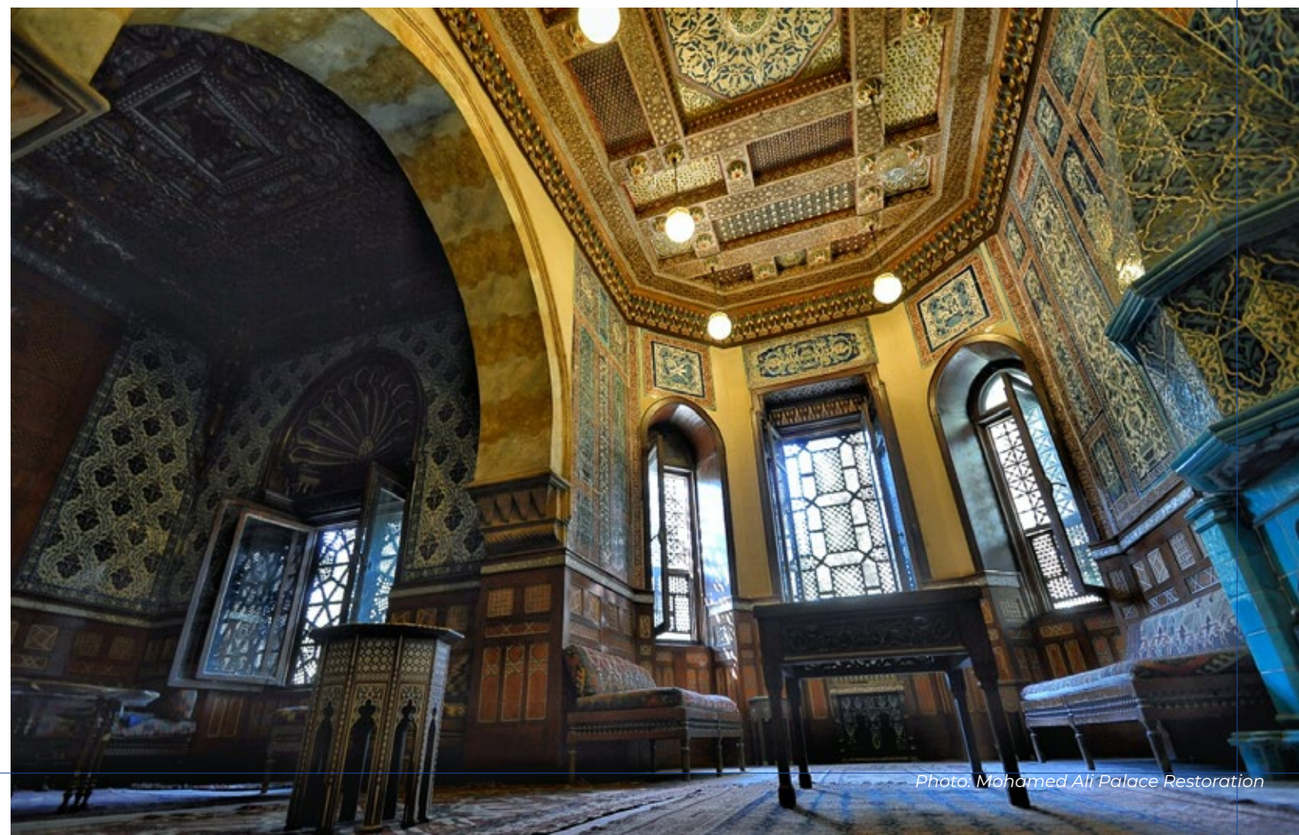


Photo: Mohamed Ali Palace Restoration

The Knowledge Hub

One of ROWAD's mega-projects is the Knowledge Hub. This project is part of Elsewedy's continuous investment in training, education,and knowledge, recognizing that innovation and development are the core of progress.

We have created the Knowledge Hub, where Egyptian citizens can have access to top-quality education and resources to develop their skills and knowledge.

Investing in education will allow us to grow professional qualifications, boost economic and social development in specialized sectors, and stimulate incorporate innovation through groups of highly passionate and prepared individuals.
The Knowledge Hub is a multidisciplinary educational hub hosting branches of world-class universities and is the first higher education institution in Egypt's New Administrative Capital.

Photo: Olympic Multi Sports Hall

Photo: The Knowledge Hub Universities

The Knowledge Hub Universities and Coventry University (UK) are working together to prepare students for an international career by offering an intellectually stimulating, healthy, culturally enriching, and innovative learning environment.

The Knowledge Hub provides students with opportunities to maximize their potential, develop critical thinking skills, and become future leaders in their respective fields, creating a connected community of students and faculty from diverse backgrounds, where experiences and ideas are openly exchanged. The Knowledge Hub is centred on bridging the gap between theory and practice.
Students will be able to link what they learn in classrooms to what is needed in a modern workplace.

The Knowledge Hub's technologically advanced campus covers over 50 feddans. It is equipped with a cutting-edge research and development centre, entrepreneurship and innovation hub, and recreational facilities to accommodate a diverse array of students and faculty from all around the world. The first phase of The Knowledge Hub launched in September 2019.

In other sections of this, report you can find more about how educational programs benefit our employees and the general public.

ELSEWEDY INDUSTRIAL DEVELOPMENT

Elsewedy Industrial Development is Egypt's leading industrial developer with a total land bank of approximately 25 million square meters.
Our portfolio includes developing five industrial parks in five cities, together with international investors. These developments host various categories of manufacturing, such as food processing, engineering, textile, building materials, and other clean industries, in addition to logistical services/ amenities.

ACHIEVEMENTS AND MILESTONES OF 2019:

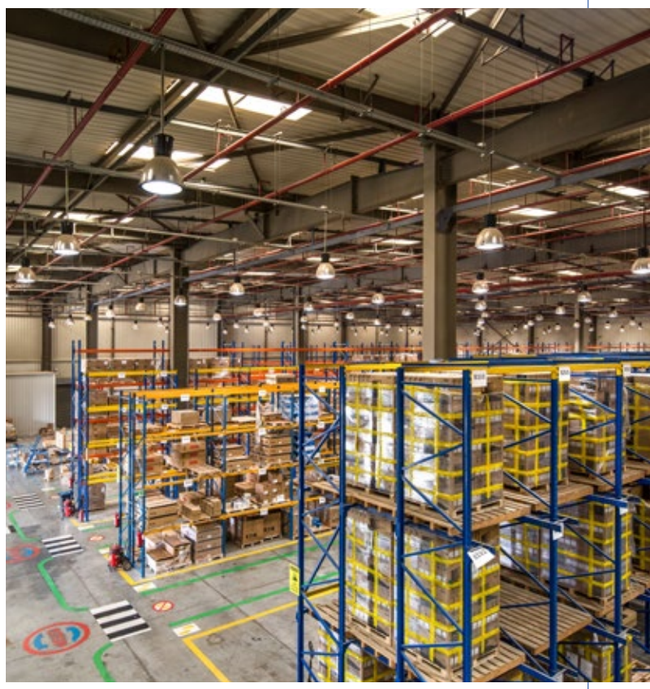
- Agreed a framework agreement with Zamil for the construction of SMEs.
- Received the IDA's approval on Sadat Masterplan on 03 October 2019.
- Forecast approval of New 10th of Ramadan Masterplan on 25th December 2019
- September 2019 — Signed a contract with the widely known master-planner of Singapore, Surbana Jurong, to work on the masterplan of the New Sokhna 10km Project.
- The SC Zone handed over the 10KM land of New Sokhna to SID in March 2019.
- Finalized the Concept of STA
- Sokhna in December 2019

Photo: Industria Asher

1 MILLION M²
ALOULA INDUSTRIAL DEVELOPMENT BUSSINESS PARK

Located in 6th of October city, one of Cairo's most dynamic industrial development cities, Aloula Industrial Development Business Park comprises an area of 1 million square meters.

Aloula Industrial Development Business Park is ideal for industries such as lead processing, engineering, food & beverages and logistics. It is also home to multiple popular brands as Mintra and Modern Engineering.



ACROSS OUR 25 MILLION SQM WE AIM TO:

Develop smart integrated industrial cities, catering to various manufacturing categories, connecting industrial, commercial, and residential facilities.

Introduce Elsewedy logistics property, offering the finest logistical facilities, provide in-house logistics support, clustering, and warehousing to meet Egypt's immense industrial growth.

Enhance the labor force with the necessary technical training and vocational education through Elsewedy Electric Technical Academy.

Support investors with construction works, operating licensing, permits, and legal.

3 MILLION M²
INDUSTRIA I SOKHNA

Located on the banks of Ain Sokhna port as part of the SC Zone, this 1.7 million square meter project is the perfect hub for Egypt's maritime and shipment gateway, allowing factories to easily export all over the world from the very heart of its center.

The strategic location allows for multi-model connectivity by sea, air, rail, and road.
This industrial destination is ideal for market leaders in the fields of medium and heavy, such as engineering, building material, and logistics.

Industries within the SC Zone complex and eligible for a wide variety of trade incentives ranging from ownership of import/export activities, exemption from customs duties/taxes, fast-track visa services, and licensing.

4 MILLION M²
PYRAMIDS INDUSTRIAL PARKS

Pyramids Industrial Parks (PI Parks) is in the industrial developer sector in Egypt. A 4 million square meter complex that provides services factories in Egypt.

Its operational factories strategic location in 10th of Ramadan Industrial city facilitates the process of finding highly-skilled workers who reside within the area.
PI Parks features two running industrial parks, **Industria West** & **Industria East**.

PI Parks worked on an environmentally friendly zone, providing the entire infrastructure and all the needed services from sewage, water, electricity, and managerial assistance to help operate Industria West & East**.**

INDUSTRIA ASHER - 10th of Ramadan City (1 MILLION M²)

Capitalizing on the success of Industria East and West, El Sewedy Industrial Development expands further in the 10th of Ramadan Industria Zone. Situated on 2 million square meters and located 6 km away from the infamous Industria East Al Robeky Zone, Industria Asher is designed as an integrated industrial community incorporating all related and needed facilities as well as community management to provide the necessary services and security for every business.

INDUSTRIA SADAT (3 MILLION M²)

Stretched across an area of 1.4 million square meters, Industria Sadat enhances the vast potential of Sadat City as a landmark for Industrial Zones in West Cairo. Industria Sadat will provide a full range of industrial plots ranging from pharmaceuticals, chemicals, engineering and food processing.

Industria Sadat is strategically located in the heart of Sadat City. It is well positioned 50 minutes from the Center of Cairo and 30 minutes from Delta Governorates to benefit from the rich and skillful labor pool. Industria Sadat is 90 minutes from Alex Port, 60 minutes from Cairo Airport and is easily accessible by key road networks for access to all cities.

- Services& Amenities
- Power generators
- Sewage networks
- Road widths 15 meters up to 30 meters wide
- Water tanks
- General and road services
- Bascule scale
- 24-hour safety and surveillance cameras
- Firefighting
- Medical center
- Business center
- Banks
- Restaurants and cafes

Photo: Industria West

3W Networks

3W Networks named as the Security System Integrator for 'Nature Inspired' Cityland Mall in Dubai.

3W Networks has been selected as the Security System Integrator for Cityland Mall; a USD 300 million, nature-inspired shopping mall project located near the Global Village in Dubai, United Arab Emirates.

The Cityland Mall opened in 2018 as a single-level shopping complex with 1.13 million square feet of leasable space, all of which was built around a massive green reserve located at its core.

It aimed to provide shoppers a retail experience with ecological preservation, sustainable design, and interaction with nature.

Photo: 3W Networks

Projects Under Development

10
Million m²

Sokhna

Multi-modal connectivity through sea, air, rail, & road. The project is located near many cities and Red Sea resorts, one hour from Cairo, half an hour from Suez City or the New Administrative Capital.
Part of the Suez Canal Economic Zone (SC Zone), it's an ideal destination for exporters and market leaders in the fields of medium and heavy industries such as engineering, building materials, textile, chemical, and logistics.

2.6
Million m²

Alamein

Egyptian President Abdel-Fattah El-Sisi and Crown Prince of Abu Dhabi, Sheikh Mohamed bin Zayed Al Nahyan, visit the New El Alamein City. Where Elsewedy development is planning the new industrial development on the Mediterranean sea .

4
Million m²

10th of Ramadan

Elsewedy Electric KSA awarded the largest Project in water desalination from SWGCC

Elsewedy Electric KSA has been awarded one of the largest projects in the field of desalination of seawater, totaling nearly USD 2 million from the Saline Water Conversion Corporation (SWCC) and ASRF Consortium. The task is to manage design, procurement, installation, & commissioning of the eight satellite plants on the west coast of KSA within 15 months.

The plant capacities vary from 8,500 m/day up to 51,000 m/day. All plants will be designed and constructed under the same technical specification. The plants will be designed utilizing modular trains of 8,500 m3/day.

Al Sadat

The project offers a variety of products (Industrial plots, SFB's and, warehousing), catering to an array of sectors. Currently, the most prominent are food related activities and chemical manufacturing.

Highlights:

- 60KM away from the Capital
- Skilled work force in close proximity

1.4
Million m²

WE PROVIDE A DYNAMIC ECOSYSTEM

LAND DEVELOPMENT

Including Infrastructure, Industrial development, and Facilities & Services

COMMERCIAL AREAS

Providing channels for product exhibition

LOGISTICS PROPERTY MANAGEMENT

Industrial warehouses and 3PL services

TECHNICAL EDUCATION

Certified training and education for labour

Development Services

MASTER PLANNING & CONSULTANCY

INFRASTRUCTURE WORK

CONSTRUCTION MANAGEMENT

ENGINEERING AND DESIGN GUIDELINES

COMMERCIAL AREAS

GOVERNMENT AUTHORITIES COORDINATION

CUSTOMER SUPPORT

LOGISTICS DEVELOPMENT

SLP FOR LOGISTICS PROPERTIES

Offering warehousing facilities and other logistical services including shipping, Elsewedy Logistics Properties is located in one of our flagship developments and boasts 14,000 sqm state-of-the-art warehouse facility with ambient and temperature-controlled space, featuring smart archiving, pallet pooling, and several other services

Africa Projects Under Development

MEGA Projects in Democratic Republic of Congo

Elsewedy Electric signed two memorandums of understanding (MOU) worth USD 400 million; one with Société Nationale d'Électricité of the DRC for the construction of a solar plant, a sub-station, and the supply of prepaid electrical meters and electricity transmission lines. The other memorandum is with the National Water Corporation for a water utility project, pumping station, and water meters.

100 MW plant by 2021 with Toyota Tsusho — ZAMBIA

Another project for Zambia we are planning with the electricity company is to build financing, transmission, and distribution for electricity worth USD 200 million.

New Port Naval Base Project

Elsewedy Cables Qatar was awarded three strategic infrastructure mega projects in the New Port, undertaking supply, laying, installation, testing, and commissioning of 22 kV and low voltage power cables with an overall project value of USD 100 million.

Egypt's First EPC project in MAURITANIA

Elsewedy Electric is the first Egyptian EPC company to enter the market in Mauritania after winning a contract worth USD 20 million with Agence de l'acces Universal in L'aftout elshargui, south of Mauritania. The first contract covers building a 33-to-90 kV network worth USD 8.14 million, while the second contract includes setting up 33 kV girds for about 34 villages at approximately USD 670,000.

Kahramaa Transmission Network

Design, supply, engineer, install, test & commissioning of high voltage & extra-high voltage cables valued at USD 181 million between 2016-2018, in addition to USD 70 million between 2018-2019.

Qatar Rail

Doha Cables has successfully supplied more than 14 million linear meters of high-grade fire-resistant cables within a record time-frame of 16 months for all the major three Qatar Rail lines, including the Doha Metro systems package, Metro Main Depot, and Stabling Yard packages.

The factory capacity for manufacturing fire-resistant cables quadrupled over four months to achieve and overcome this challenging requirement.
The acquisition of the various raw materials necessary for manufacturing was streamlined with immaculate pre-planning as per the advance project progression schedules provided by the Contractors and Client representatives.

Orders worth around USD 120 million were awarded in total for all the metro packages. All the fire-resistant cables

Supplied for this premium project were in line with international certifications of BASEC and LPCB, UK.
Doha Cables takes pride to be part of the realization of the Qatar Rail project.

FIFA World Cup Stadiums

Doha Cables is proud to have supplied cables to all of the seven major FIFA 2022 stadiums in Qatar with a total of USD 80 million in orders:

- Al Bayt Stadium Al Khor (60,000 seating capacity)
- Lusail Stadium Project (80,000 seating capacity)
- Al Wakrah Stadium
- Al Rayyan Stadium Project
- Doha Qatar Foundation Stadium
- Al Thumama Stadium
- Doha Khalifa International Stadium

One more new stadium (Ras Abu Aboud) is in the initial stage of construction and will be completed by the end of 2021.

Telecom Solutions

AUSTRIA

Iskraemeco wins its second large-scale smart metering project in Austria, deploying 150,000 smart meters annually.

The Austrian utility company plans to set up a network consisting of 80 percent smart meters by 2020 and is set to achieve the ambitious EU goal. According to plans, approximately 150,000 Iskraemeco smart meters, with exchangeable G3PLC and LTE communication modules, will be deployed yearly.
Iskraemeco will therefore deliver around a third of the total required smart meters to Wiener Netze.

SWITZERLAND

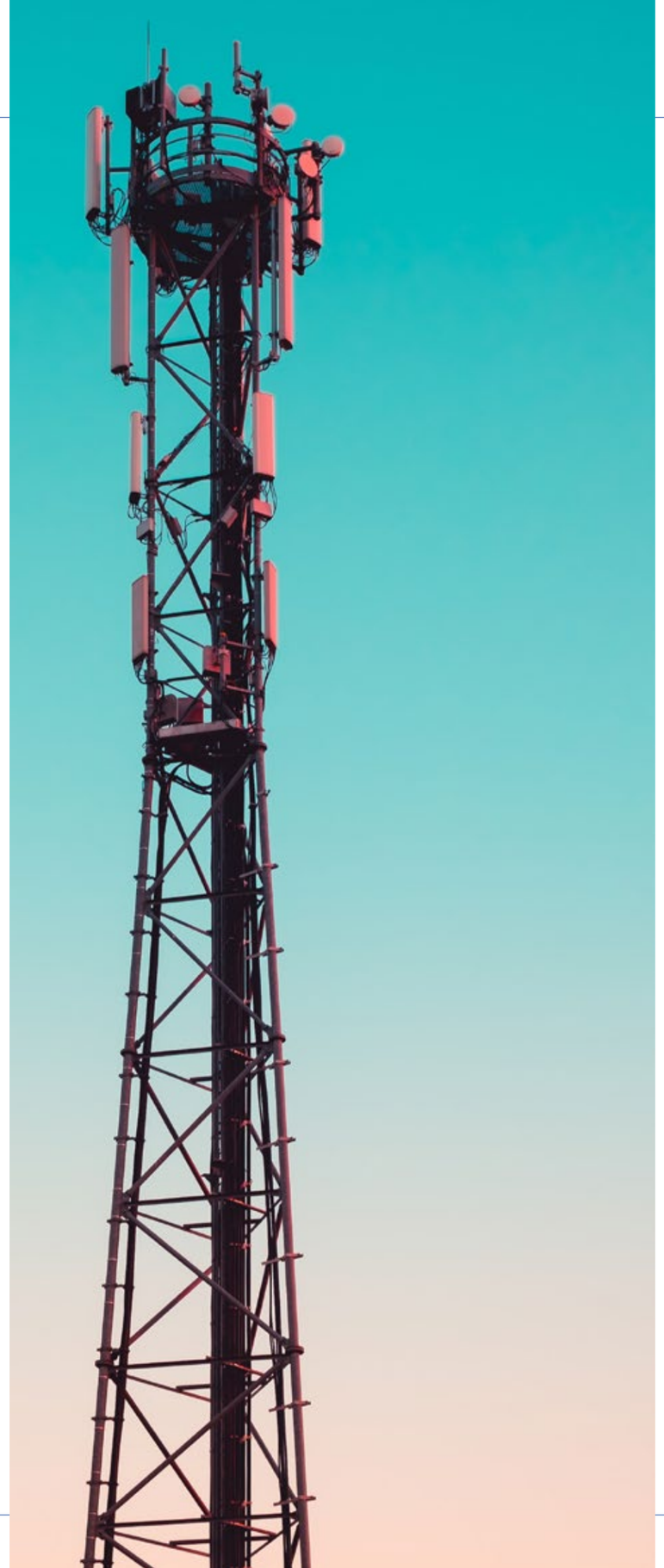
Iskraemeco to support Swiss metering plans through supplying products to EKZ over the next five years.

EKZ is the second-largest energy utility in Switzerland. It manages a network of around 290,000 customers in the ZÜrich canton. The energy company is one of the 900 entities involved in the generation, distribution, and supply of electricity to approximately 4.7 million customers in Switzerland.

KUWAIT

3W Networks to provide the telecommunication and security systems for massive re-gasification facility, Al-Zour Import Terminal in Kuwait.

3W Networks' scope of work includes the design, engineering, project management, system integration, factory testing, installation, and site support.



SAUDI ARABIA

3W Networks to provide Telecommunication and Security system for the Uthmaniyah gas plant in Saudi Arabia's largest producing oil field.

The Austrian utility company plans to set up a network consisting of 80 percent smart meters by 2020 and is set to achieve the ambitious EU goal.
According to plans, approximately 150,000 Iskraemeco smart meters, with exchangeable G3PLC and LTE communication modules, will be deployed yearly. Iskraemeco will therefore deliver around a third of the total required smart meters to Wiener Netze.

OMAN

3W Networks to implement Telecommunication and Security systems of the 6.4bn Dollar Liwa Plastics Integrated refinery and petrochemical facility (LPIC).

The LPIC project is the construction of a USD 6.4bn petrochemical complex at Liwa, located 20km from Sohar in Oman.
3W Networks will deliver the most advanced telecommunication and security systems for NGL Extraction Unit at Fahud, which includes telephone system, hot-line system, SDH system, LAN system, plant communication system, CCTV system, access control system, and perimeter intrusion detection system.

PAKISTAN

60,000 Iskraemeco Smart Industrial meters to be installed in Pakistan

Iskraemeco and K-Electric, the leading utility in smart metering deployment in Pakistan, have recently signed an agreement to prolong a long-lasting and successful partnership.
With the last meter order, K-Electric will cover their annual demand and expand the number of smart grid applications. After a successful project completion, the number of installed devices will reach 60,000.

UAE Projects

LTPA with Abu-Dhabi Power Corporation (ADPC)

Elsewedy Electric UAE has managed to open new horizons and secure a contract with Abu-Dhabi Power Corporation (ADPC) in global tender Long Term Price Agreement (LTPA) for supplying:

- Dry distribution transformers (11 kV and 22 kV),
- Oil distribution transformers (11 kV and 22 kV),
- Primary package unit 33/11 kV up to 20 MVA
- Small temporary package units 11 kV.

The contract shall be executed with ADPC Distribution Arms, Abu Dhabi Distribution Company (ADDC), and Al Ain Distribution Company (AADC).

Regional Player for OPGW Turnkey Projects

As a key regional player in the OPGW turnkey projects, Elsewedy Electric UAE has been successfully awarded the supply, installation, and replacement of existing 70KM 132Kv OPGW in the emirate of Fujairah.
The project will be executed by a pioneering Technology of the lifeline installation. The project should be completed in 12 months.

Consultancy & Technical Support

Elsewedy Electric has provided consultancy and technical support to the power utilities for updating their specifications, where it has a direct impact on improving the utility network and minimize direct and indirect material cost.

Elsewedy Electric has been recognized by ADPC as a preferred technical support partner.

132 kV Cable Turnkey Project with Dubai Electricity and water Authority (DEWA)

Elsewedy Electric UAE has been awarded the first 132 kV Cables EPC project from Dubai Electricity and Water Authority for a 10.37 km route length.
The project will feed 132/11 kV GIS substation of the new development area LAYAN. The project should be completed within 18 Months.

INVOLVING OUR SUPPLIERS

09

Building Long-term Relationships
Procurement Process
Towards Circular Supply Chains
Supply Chain Integration

— Mohamed Elsewedy
GM Wires & Cables

INVOLVING OUR SUPPLIERS

09

Building Long-term Relationships

We have around 5000 suppliers located across different geographical locations, time-zones, cultural patterns, and legal compliance areas. Due to these differences, each company and factory under the Elsewedy Electric Group sources its products separately. The geographic locations of suppliers include Europe, Asia, America, and Africa, and the Middle East, where 60% of the purchasing volume is done in Egypt and 40% in the operating company's location (outside Egypt).

At all times, Elsewedy Electric aims to maintain respect for its values and rules throughout its value chain and to build trust and long-term relationships with its suppliers.

Our team of supply chain management experts is responsible for ensuring that compliance, safety, and sustainability practices are present throughout procurement, logistics, and warehousing.

The department functions include a wide range of areas, including purchasing, logistics, materials control, warehouse & planning.

A code of conduct and a due diligence questionnaire is currently being integrated into the supplier onboarding process of the Group's companies.

The compliance department is responsible for the correct implementation and respect of the company commitments within the supplier relationship.

Such an approach ensures all the critical areas are covered, and better solutions for the extensive demands are created.

Procurement Process

Our suppliers go through a screening process before they qualify to register, including screening for environmental qualifications and accreditation.

This screening process is currently different depending on the entity and department for which the suppliers will be added, as well as depending on the sector and mandatory external requirements.

We aim to monitor and coordinate our supply chain with environmental and social responsibility and follow stricter standards than those prescribed by law.

We monitor our supply chain with the following methods: open sources, electronic components databases, supplier questionnaires, internal knowledge and documentation of partnering companies, supplier assessment and partnership.

WE ARE PARTICULARLY KEEN ON ENSURING ADHERENCE TO:

- **ROHS and REACH – we trace the component to its sources whenever this is possible**
- **EU Regulation on Supply Chain of Minerals from conflict areas**
- **EICC code of conduct (CMRT report)**
- **FLA (Fair Labor Association) Compliancy**
- **ILO standards compliance throughout our supply chain**

Suppliers are screened via questionnaire before registration, where environmental qualifications and accreditation are required.
When negative results upon the questionnaire are observed, mitigation and corrective measures are implemented directly with the supplier to ensure EHS qualification and adherence to industry standards.
Risky suppliers are assumed to constitute **12-15%**, and we aim to reduce this to zero as the new systems come into force.

The following procurement procedures apply for longterm agreements concluded with third-party suppliers to ensure regular, consistent, and uninterrupted supply of goods and services (maintenance, courier services, employee transport, etc.):

01

REQUIREMENT ANALYSIS AND PURCHASE REQUEST (PR)

Business owners complete a Purchase Request (PR), providing relevant information for the procurement procedure.

02

SUPPLIER SELECTION

The procurement department identifies, scans, interviews, and negotiates with potential suppliers.

A shortlist selection is made, based on the analysis of the Prequalification Questionnaire (PQQ), the company profile, financial statements (if available), legal documents (including tax ID and commercial card), and Vendor Integrity Screening (VIS) results. If justified, the assessment procedure can include site visits.

03

BIDDING, TENDERING, & NEGOTIATION PROCEDURE

Business owner provides duly completed Purchase Request Form (PR) and Bill of Quantities (BOQ).
The procurement unit will, jointly with the business owner, prepare the tender or bidding documents, giving preference to suppliers already included in the Preferred Suppliers List (PSL).

Such documents should include the statement of the tender purpose, quotation deadline, currency preference, assessment/qualification criteria (delivery, installation, training, etc.), credit terms and payment documentation.

After receipt of the required number of offers, the Assessment Committee evaluates the proposals received. Members of the Assessment Committee, to be nominated by the department heads, are procurement representative, finance representative, legal representative, compliance representative, business owner representative, relevant SME (if required).

The Assessment Committee will break the seals of all received offers and prepare a recommendation for the business owner and top management to approve.

04

POST-SELECTION AND AWARDING PROCEDURE

After completion of the approval procedure, and based on information provided by the procurement unit, the legal team drafts a prospective agreement. The agreement comprises all agreed legal and commercial terms.
The procurement unit prepares the final agreement for signature, in accordance with the Tables of Authorities.
The procurement unit will, from time to time, request the business owner to rate the performance and the quality of products and services on a Supplier's Score Card (SSC).

Documentation required for all long-term agreements includes:
Copy of Contract (original contract to be filed with the legal department), Copy of Compliance documentation and approvals, Final RFQ agreed between procurement unit and business owner, bidding documents (offers received + comparison), assessment committee approval, all relevant correspondence between the procurement unit and supplier.

An audit trail for all transactions must be available at all times.

05

PAYMENTS

Payment terms are mutually agreed between the company and suppliers during the negotiation phase.

Generally acceptable terms are 100% payment within 30 days from date of receiving the invoice, advance payments against LG or LC, and retainer fee (mainly for consultancy contracts).

Other terms might be acceptable subject to prior approval of the legal representative of the company.

**Individual procurement processes apply to all transactions not covered under long-term procurement agreements.
The process includes:**

1. REQUIREMENT ANALYSIS, PURCHASE REQUEST (PR) AND PURCHASE ORDER (PO)

Business owners complete a Purchase Request (PR) Form providing relevant information for the procurement procedure, including cost center to be debited, confirmation of budget availability, and confirmation from the warehouse that stock is either limited or not available.
The procurement department verifies the budget availability for the transaction (4 eyes principle). Procurement Request for Quotations (RFQ) is made from short-listed suppliers within three working days from receiving the request.

The offers submitted by suppliers include the date of offer, date of delivery, date of offer expiry, technical specifications, currency preference, price and discounts, credit terms and payment documentation.

The procurement unit subsequently prepares an evaluation/comparison sheet of the criteria above and informs the business owner about the evaluation/comparison results, and proceeds based on the lowest offer, unless the business owner raises concerns within 48 hours of receipt of the evaluation/comparison.
After 48 hours has expired, the procurement unit will prepare the Purchase Order (PO) based on prevailing Tables of Authority

2. DELIVERY

The procurement unit monitors and follows up on delivery terms are agreed with the supplier.
Delivery by the supplier must include the original invoice and a copy of the PO for the warehouse.

The storekeeper will receive the goods and confirm that the delivered items match the requirements according to PR and PO, sign a delivery note, and request the business owner to check and confirm the quality of goods received by signature on the delivery note within three working days.

Short-delivery and lack of quality will be recorded on the receiving note, and the procurement unit informed and requested to contact the supplier immediately. Copies of all delivery notes will be forward to the procurement unit for record-keeping.

3. PAYMENT

The procurement unit initiates payment by issuing a cheque requisition form and attaching the following documents: copy of signed PO, copy of approved PR, copy of delivery note or other suitable evidence of delivery, original invoice, and all relevant correspondence between the procurement unit and supplier.

An audit trail for all transactions is available at all times. The procurement team subsequently follows up and receives confirmation of payments from the accounting unit.

Towards Circular Supply Chains

At Elsewedy Electric we aim to incorporate sustainable practices throughout our value chain. This includes using responsibly sourced materials in our manufacturing process. To this end, we collect all recyclable components, such as cables, wires, plastic, and more and reintroduce them into the manufacturing process.

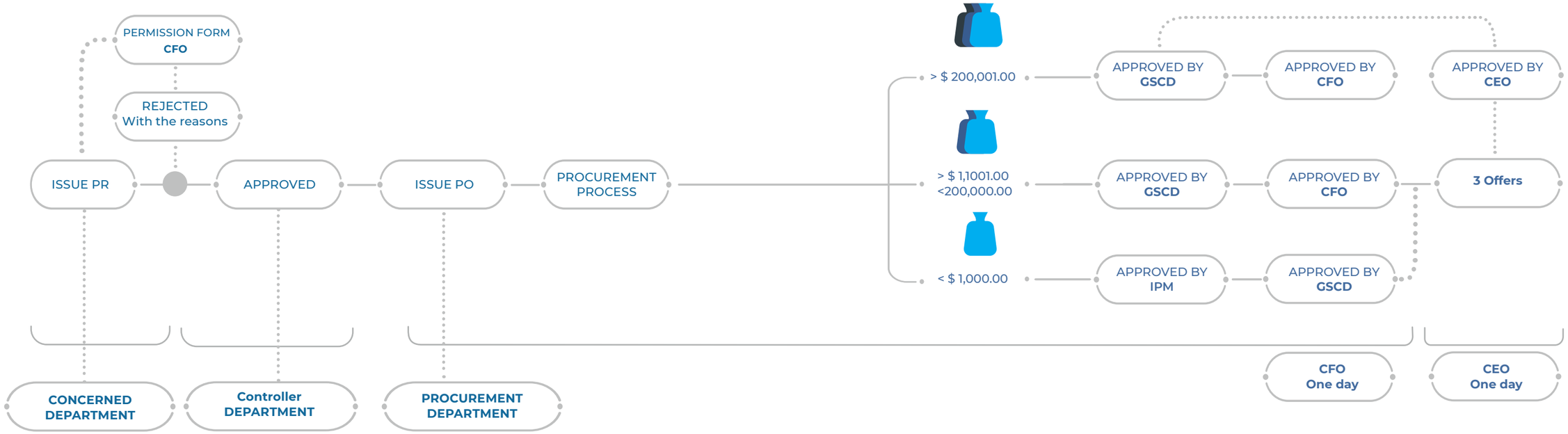
We also offer incentives to customers to return old cables and other products for financial bonuses or new products. The circular economy approach is increasingly recognized as a promising alternative to the linear one.

Strengthened by our efforts on technology, traceability and transparency, we hope to significantly improve in this regard in the following years, retaining value and extending the time-frame of which materials and resources are used.

95%

Transparent supply chain, to the level of chemical composition of the components achieved for Iskraemeco

PROCUREMENT WORKFLOW



Mandatory conditions:

- Signature requester
- Approved by head of department
- Signature requester
- PR/MR/RFQ by ORACLE
- Budget allocation
- Business case for the new product/ project

NOTES:

- One day for the approval

NOTES:

PO will be issued as follow:

- Old items PO preparation from 1 to 3 working days
- New items PO preparation 10 working days
- +3 working days for EE approval Pos

Process Standardization

Standardization is an urgent need in this area, as currently, each company of the Group has its own process of supplier qualification, making it difficult to fully control the level of requirements adopted.

New supply chain management policies are expected by the end of 2023, which will include a clearly defined supplier screening process.
Starting 2024 we will implement a standardized process throughout all our companies for screening suppliers for environmental health and safety and social sustainability aspects.

In addition to this, we will define a strategic approach and processes to identify risks associated with each supplier.

Asser Emad - Director of Administration & Facilities

EMBEDDING OUR ENVIRONMENT

10

Worldwide Challenge

Environmental Stewardship

Environmental & Social Management

Green Facilities

Sustainable Energy

Materials & Product Innovation

Waste Management

Climate Change & Carbon Footprint

Offsetting Emission Projects

Water & Energy Projects

— Wael Hamdy
Vice President

EMBEDDING OUR ENVIRONMENT

10

A WORLDWIDE CHALLENGE

Connecting the dots on the political, government, and business landscapes reveals a convergence of business strategies and government policies toward a more sustainable management of natural resources.
This convergence towards sustainability is inevitable and its acceleration through concerted efforts by business, government, and the public will benefit all.

This convergence towards sustainability is inevitable and its acceleration through concerted efforts by business, government, and the public will benefit all.

In Elsewedy Electric, we recognize that the prosperity and well being of humankind can only be achieved in a healthy environment, and that our potential for development depends on how successful we are in managing our natural resources in a sustainable manner.

We believe that the next level of environmental protection will be created not just by disincentives against pollution and the irresponsible use of resources, but by the positive vision of sustainability, that motivates employees and business leaders.

Egypt is a typical example of a developing country that is highly vulnerable to climate change and faces numerous threats to its economic, social and environmental sustainability.

1.

The future predictions of average temperature in Egypt, as a result of global warming are an increase by **4°C** in Cairo and by **3.1** to **4.7 °C** in the rest of Egypt by 2060.
On a global scale, the International Plant Protection Convention **(IPPC)** projected a **2-11** degree Fahrenheit **(1.4 to 5.8 °C)** rise in average global surface temperature during the 21st century.

2.

The annual precipitation may drop by **10** to **40%** over most of Egypt by **2100**.

3.

Mediterranean Sea level rise of **0.5m** by **2050**. This might lead to flooding the coastal areas along the Nile Delta and seawater intrusion.

Of course, the occurrence of the above emphasizes of climate changes will be associated with an Egyptian population doubled to reach 160 million by the middle of the century (2050).

Such association between climate change and population increase will lead to many unfavorable demographic, geographic and

Our Environmental Performance Goals:

-20%

Reduce our overall Carbon footprint by 20% by 2025 and going Carbon neutral by 2030 (with some companies setting targets as high as 50% inter alia Iskraemeco

ZEROWTL

Adopt a circular economy business model and achieve zero waste to landfill by 2030

-30%

Reduce our energy and water consumption by 30% by 2030

100%

Achieve a fully sustainable supply chain by 2030

Photo: Elsewedy SEDCO

ENVIRONMENTAL STEWARDSHIP

At Elsewedy Electric we believe in environmental sustainability and uphold this value with clear guidelines and processes that protect employees, the public, and the environment.

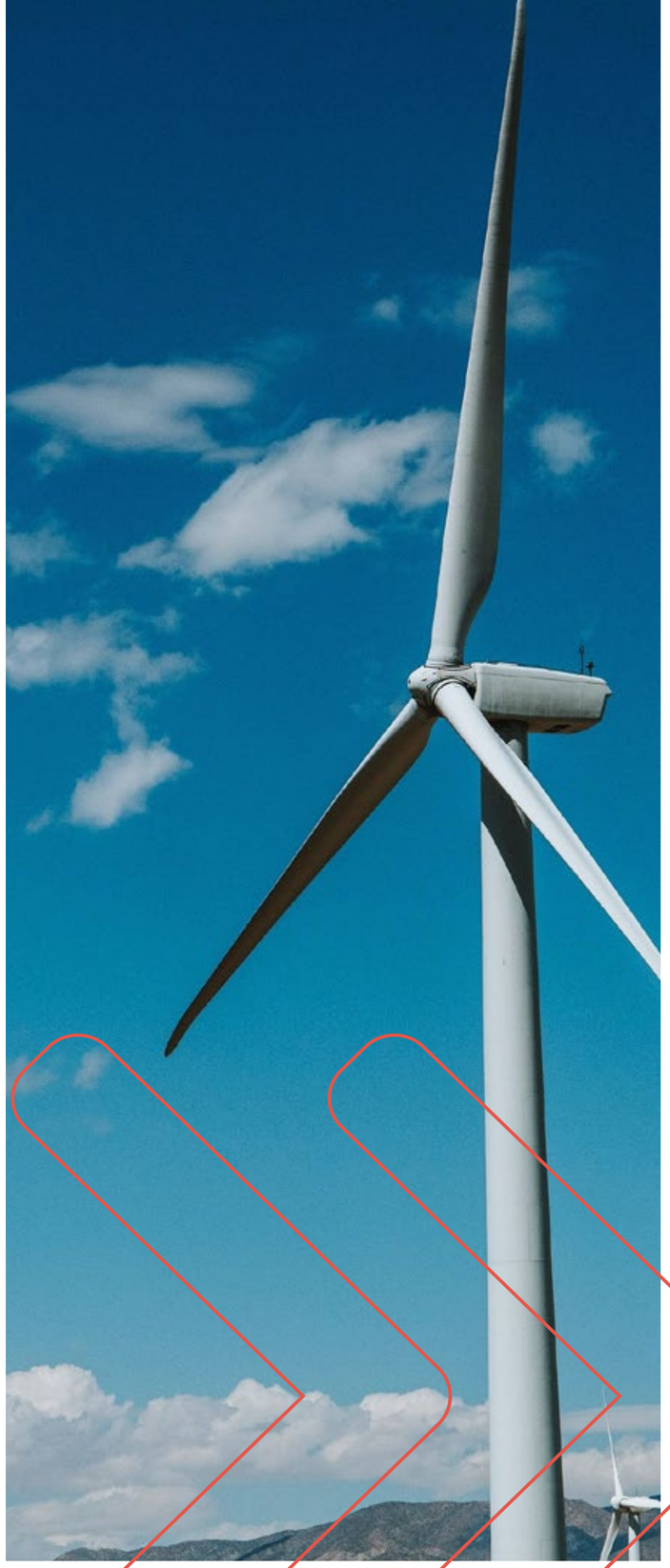
We contribute to environmental, archaeological, cultural, and heritage protection and conservation whilst complying with local and national regulations and standards.

We are committed to:

- Implementing a strict mitigation hierarchy where we anticipate and avoid risks and impacts. When this proves not possible we minimize or reduce risks and impacts
- To acceptable levels and we carefully design appropriate mitigation measures. Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible.
- Implementing risk-based performance evaluations for environmental policies
- Pollution Prevention and Management
- Resource efficiency , embedding circular economy and increasing the percentage of recycled materials in our products (Iskraemeco aims at 50% of meter mass from recycled materials)
- 100% transparent supply chain
- Excellent labor and working conditions and establishing environmental incident response procedures
- Reduction of GHG emissions and quantification of group carbon footprint
- Protect community health and safety and minimize social impacts of our projects
- Protection of indigenous peoples and vulnerable groups
- Stakeholder engagement and disseminating information on environmental and social performance
- Providing appropriate instruction and training for employees on topics related to environmental protection

Due to all of the environmental challenges we face we are determined to act upon them and have set a clear strategy.

Our environmental performance focus areas are the responsible use of materials, the efficient use of resources (water, fuel and electricity), the sustainable management of our waste and the reduction of our GHG emissions.



OUR STRATEGY FOR THE FUTURE:

Roadmap for sustainability projects in Elsewedy Electric from 2018 to 2022

2018

- Carbon footprint report
- Carbon footprint measurements
- Environmental database

2019

- Initiate the implementation of Energy Management systems according to ISO 50001
- Obtain ISO 450001 certificates
- Waste management system
- Carbon footprint report
- Obtain ISO 14064 and 14067

2020

- Carbon footprint report
- Obtain SA 8000 - Social responsibilities
- Implementation of ISO 50001 with in-depth energy efficiency solutions

2021

- Continue with the implementation of ISO 50001 with in-depth energy efficiency solutions
- Adopt an environmental management system
- Carbon footprint report

2022

- Client Management data base for sustainability
- Obtain ISO 50001 for all companies

ENVIRONMENTAL AND SOCIAL MANAGEMENT

We perform high quality site-specific environmental and social impact assessment studies for all our projects according to international standards whilst complying with local regulations.

We have adopted and implemented a comprehensive environmental and social management system for Our Beni Suef Siemens mega plant project.

Our performance was audited on a quarterly basis by the project international lenders on the following aspects :

1. Air Emissions & Monitoring
2. Dust (Construction Phase)
3. Air Quality (Operations Phase)
4. Stack Emissions (Operations Phase)
5. Greenhouse Gas Emissions (Operations Phase)
6. Noise Emissions and Monitoring
7. Effluents and Monitoring
8. Surface Water and Monitoring
9. Soil and Groundwater Monitoring
10. Waste and Monitoring
11. Hazardous Materials & Monitoring
12. Biodiversity and Ecosystem Services
13. Human Resources Management Status
14. Occupational Health and Safety
15. Land Acquisition
16. Complaints and Grievances

ELSEWEDY ELECTRIC LEADER IN MENA OBTAINING ISO 14067 & 14064

Implementing **ISO 14067** and **14064** standards has allowed us to achieve greater traceability, transparency, and credibility of information regarding **GHG** emissions and the carbon footprint of our products throughout their life-cycle.

This also builds trust among our stakeholders and allows them to set realistic and ambitious climate targets. We have recently been certified by **TUV NORD** for having the first factory in Egypt, the Middle East, and Africa to produce carbon-neutral, green cables.

TÜV NORD

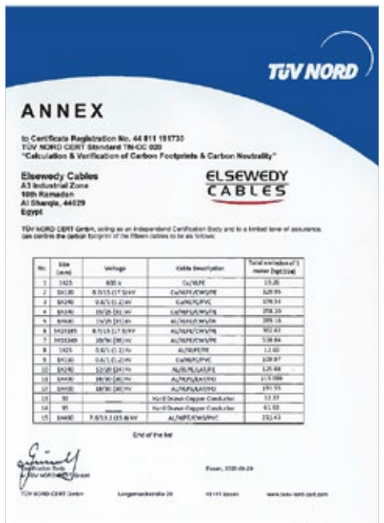
CERTIFICATE

TÜV NORD CERT Standard TN-CC 020
"Calculation & Verification of Carbon Footprints & Carbon Neutrality"

Elsewedy Cables
A3 Industrial Zone
10th Ramadan
Al Sharqia, 44629
Egypt

ELSEWEDY CABLES

The calculation of carbon footprint encompasses the emission from manufacture of the cables in terms of the raw materials, upstream and downstream transportation and manufacturing processes



TÜV NORD

ANNEX

to Certificate Registration No. 44 811 151730
TÜV NORD CERT Standard TN-CC 020
"Calculation & Verification of Carbon Footprints & Carbon Neutrality"

Elsewedy Cables
A3 Industrial Zone
10th Ramadan
Al Sharqia, 44629
Egypt

ELSEWEDY CABLES

TÜV NORD CERT GmbH, acting as an Independent Certification Body and to a limited level of assurance, has verified the carbon footprint of the fifteen cables to be as follows:

No.	Size (mm)	Voltage	Cable Description	Total emissions of 1 meter (kgCO2e)
1	1X25	600 V	Cu/XLPE	13.20
2	1X120	8.7/15 (17.5)kV	Cu/XLPE/CWS/PE	62.95
3	1X240	0.6/1 (1.2)kV	Cu/XLPE/PVC	176.54
4	1X240	19/30 (36)kV	Cu/XLPE/CWS/PE	258.39
5	1X400	19/30 (36)kV	Al/XLPE/CWS/PE	399.18
6	1X2500	8.7/15 (17.5)kV	Al/XLPE/CWS/PE	902.43
7	1X2500	20/35 (38)kV	Al/XLPE/CWS/PE	1,138.84
8	1X25	0.6/1 (1.2)kV	Al/XLPE/PE	12.60
9	1X120	0.6/1 (1.2)kV	Cu/XLPE/PVC	120.97
10	1X240	12/20 (24)kV	Al/XLPE/LAS/PE	1,25.68
11	1X400	18/30 (36)kV	Al/XLPE/LAS/PVC	213.088
12	1X630	18/30 (36)kV	Al/XLPE/LAS/PVC	191.55
13	50	———	Nu-G Duran-Copper Conductor	12.37
14	95	———	Nu-G Duran-Copper Conductor	61.88
15	1X400	7.6/13.2 (15.8)kV	Al/XLPE/CWS/PVC	232.43

End of the list

Essen, 2020-06-24

TÜV NORD CERT GmbH Langemarckstraße 20 45141 Essen www.tuev-nord-cert.com

ECOVADIS PROFILE BRONZE

The EcoVadis platform is important for our sustainability management system. The Bronze certificate obtained places us in the top **65%** of its industry performance.
EcoVadis operates the first web-based collaborative platform, allowing companies to assess their (and those of their suppliers) sustainability performance.

It allows us to share results with others and provides a globally recognized **CSR** scorecard with benchmarks, feedback on strengths & weaknesses, online resources, and collaborative tools to improve.
This acts as an excellent resource for external audits.

ENVIRONMENTAL AWARENESS & TRAINING

We believe that continuous training and capacity building is an intrinsic component to change management. Since 2010, we have been therefore implementing a yearly environmental awareness and training program focusing on HVAC control , waste management , and resource minimization . We strongly believe in circular economy and we are seriously getting ready for it.

TREE PLANTING

Within the Beni Suef Power Station, we have implemented the Nile Vegetation Restoration Plan to offset the loss of approximately **0.85 hectares (ha)** of vegetation along the banks and terraces of the River Nile (riparian habitat).

Assuming riparian vegetation re-colonizes the banks of the project site to a width of **2-3 meters** on average, this will provide approximately **0.08 - 0.11 ha** of natural habitat.

Recolonization of the available sediment alone will, therefore, not deliver the required no net loss of natural habitat.

The project followed specific requirements towards tree planting, including improved bank stability, erosion protection of the bank, and control of access to the project site from the River Nile for site security.

The project has designated an area of approximately **0.62 ha** within the proposed project layout for landscape planting.
In addition, approximately **0.44 ha** of landscaped areas within the current construction camp, currently planted with grass,will be replanted with native species following the completion of the construction phase.

The project aims to plant native species, such as Zygophyllum coccineum, Zilla spinosa, Fagonia arabica, Tamarix nilotica, and Phoenix dactylifera.
The measures are expected to create approximately **1.15 ha** of natural habitat through a combination of natural re-colonization and set-aside planting techniques.

This larger area of restored habitat will compensate for the lost area of riparian habitat **(0.85 ha)** that cannot be restored.

PSP - ENVIROMENTAL ASSESSMENTS

PSP has fully embedded an ISO 14001 integrated environmental management system.
Where environmental assessments have been performed by an external consultancy.
In order to maintain the system they have implemented:

- HSE Scorecard
- HSE and Sustainability Certificates: ISO 45001, ISO 14001 & SA8000.
- Tree Planting Initiatives.

GREENING OUR FACILITIES

Elsewedy Electric is currently constructing two administrative buildings to unify all the main offices for our Egyptian companies in one large office space. The new offices are being built with state-of-theart, environmentally friendly features which equals or exceeds both LEED and EGBC Gold certification standards.
We implement resource-efficient operation and maintenance measures at our current facilities, factories, and offices.
All lights have been switched to LED and have been complemented by energy-efficient multilevel control system.

Our energy performance has been significantly improved as a result of adopting individual spaces HVAC control and well insulated building envelope.
Indoor water use has been reduced by using aerators achieving lower water flow and conducing water efficiency awareness campaigns.

As part of our wellness program, a third-party contractor regularly checks water quality three times per month At 80% of our locations in Egypt, to be increased to full coverage by 2021.

This is in addition to adopting and implementing a waste management plan aiming at waste minimization and segregating at least three recyclable streams.

In addition to our indoor resource efficiency measures , we strongly encourage our employees to car-pool on their daily commute.

Bus transportation services are provided for all employees at our corporate offices, factories, facilities, and project sites across the Group.

We currently operate **36** buses in Cairo used by **348** administrative building employees.

Elsewedy SEDCO has **17** buses that transport 600 of its total **714** employees, and has replaced older buses with new more efficient ones , thus further reducing the carbon footprint of employees commuting.

As part of our wellness program, at our locations in Egypt a third-party contractor checks water quality every **10** days at the majority of the group's companies

Sustainable Energy

ENERGY CONSUMPTION

The total energy consumed in ElSewedy manufacturing activities in the 6 subsidiaries (Egyplast, EgyTech cables, Elsewedy Electric cables, Iskraemeco, United Industries, Iskra Slovenia, Transformers) was 143 GWh and 126 GWh in 2018 and 2019 respectively.
The share of electricity consumption is around 120 GWh and 104 GWh respectively.
The total energy consumption includes diesel, natural gas, electricity, and fuel used in the company's owned vehicles.

ENERGY MANGEMENT

Given that our main GHG contributor is our electricity consumption, Elsewedy Electric has been focussing on implementing energy efficiency measures for its key significant energy users, whilst developing a strategic plan to increase the percentage of electricity from renewables and integrating the latter in all new buildings starting 2023.
In 2019 we have set up a corporate-wide system to track our consumption of fuel and electricity which will allow us to increase the boundaries of our Greenhouse Gas emissions reporting to cover 100% of Elsewedy Electric companies by 2023.

We plan to achieve 30% reduction in energy consumption from the grid through the following measures:

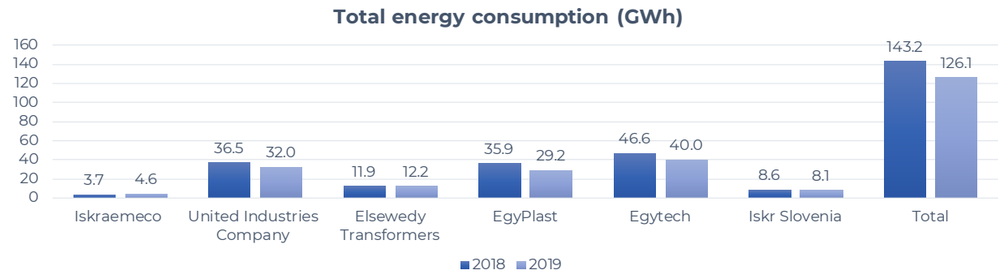
- Adopting and implementing energy management systems following the ISO 50001 standards and achieving ISO certifications for all companies by 2023.
- Installing innovative energy monitoring systems to track and optimize performance.
- Increasing the portion of our electricity consumption from renewable sources

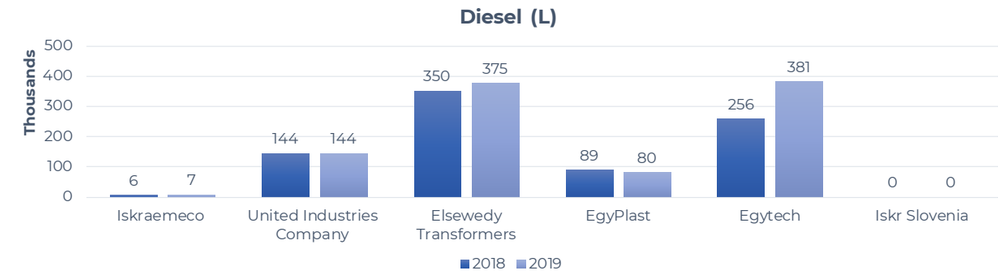
DIESEL
5 out of 6 facilities use diesel in their manufacturing processes. The highest overall consumer of diesel is ElSewedy Transformers, while the highest consumption of diesel occurred in Egytech in 2019 at 381,312 litre, which is a significant increase from the previous year at 256,491 litre.

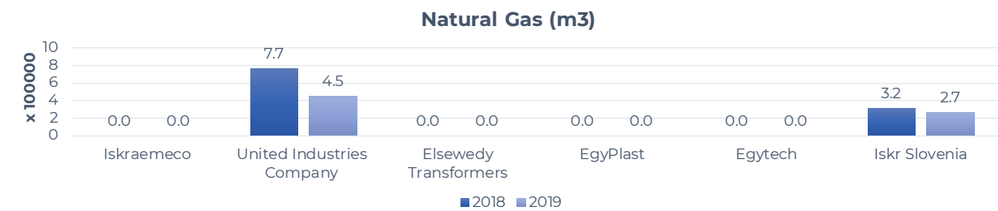
NATURAL GAS
Only 2 facilities out of 6 use natural gas UIC and Iskraemeco Slovenia, with the latter being the higher consumer.

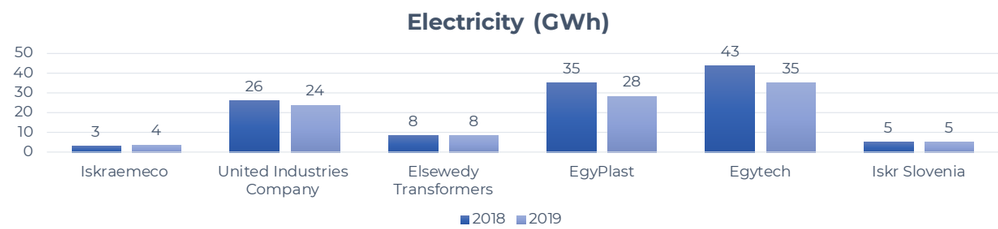
ELECTRICITY
All facilities use electricity in their daily operations. The highest consumer is Egytech at 43 GWh and 35 GWh in 2018 and 2019 respectively.

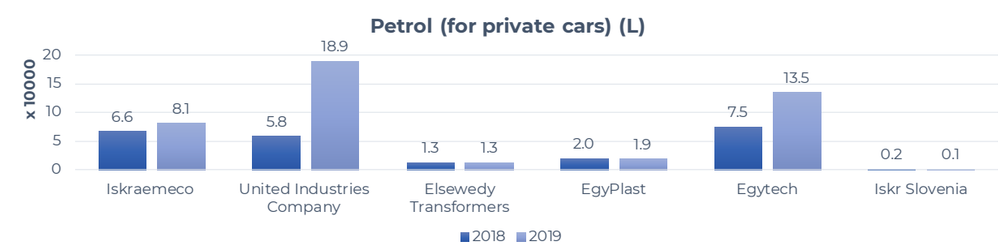
PETROL FOR PRIVATE VEHICLES
The top two highest consumers of petrol are UIC and Egytech. Both facilities had a significant spike in consumption between the years 2018 and 2019, with UIC being the highest consumer in 2019 at 188928 litres.











MATERIALS & PRODUCT INNOVATION

RESPONSIBLY SOURCED MATERIALS

In Elsewedy Electric we adopt a circular business model where we aim to incorporate sustainable practices throughout our value chain. This includes using responsibly sourced materials in our manufacturing process. To this end, we collect all recyclable components, such as cables, wires, plastic, and more and reintroduce them into the manufacturing process.

We also offer incentives to customers to return old cables and other products for financial bonuses or new products.
The following are examples of the measures we have implemented in this regards:

- Conduct life cycle analysis and focus on Improving product footprint in the manufacturing phase including packaging, Logistics, material and energy efficiency optimization.
- Local sourcing of approximately 70% of the product mass (mechanical BoM).
- Adopt innovative packaging solution – no use of plastics, 50% less cardboard material, and a potential 25% increase in individual shipment load.
- Using environmentally-friendlier transport options (if agreed with buyer).

We also focus on improving the energy performance of our own products. Iskraemeco AM550 meter design is a good example where we achieved an improved product footprint as a result of the following:

- Design for extended life span: 20 years
- Lower self-consumption of energy
- Fewer conflict materials
- Increased material efficiency

Improved product footprint in the use phase:

- Increased durability
- Adaptability
- Interoperability
- Upgradeability
- Reversed flows – information

Improved footprint in the end-of-life phase:

- Decreased use of materials
- Easy and faster disassembly
- Recyclability – the meter is fully recyclable
- Reversed flows – recycled materials

Elsewedy Electric Transformers

The waste management process at Elsewedy Electric Transformers has the following steps:

Source reduction » Separation » Waste treatment » Disposal

Contractors remove waste on a daily basis from our factories, including oils, solid wastes, scraps, and hazardous waste.
Waste that can be recycled, mostly scraps, is sold to other industries for the manufacturing of goods such as car mats, asphalt, shoe soles, etc. In order to ensure that we meet local emission limits, we conduct periodical reviews through a government-certified institution.

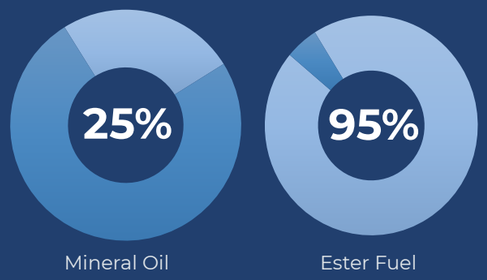
ECODIGITAL TRANSFORMERS

We redesigned transformers and changed used fluid from normal mineral oil to K-class ester fluid with the following characteristics:

- 100% Fire safety record
- Higher fire flash point
- Improved overload resilience
- Up to 5X longer lifetime
- Better performance taking less space
- Biodegradable fluids
- Non-toxic
- Zero corrosive sulphur
- Lower total ownership c ost

ECODIGITAL VS. CONVENTIONAL TRANSFORMERS

Biodegradable
Ester oil biodegrades by 95% within 28 days



Fire Safety

Ester oil fire point is above 350 °C, versus 150 °C for mineral oil

Mineral Oil 150°c

Ester Fuel 350 c

Low Sound Level
A 10dB (A) noise reduction advantage

10dB

Photo: United Metals

WASTE MANAGEMENT

WASTE AND EFFLUENTS

Managing our hazardous and non-hazardous waste in a responsible and eco-friendly manner is vital in protecting the local resources, improving air and water quality, and health of local population, in addition to its associated financial benefits.

We have been adopting international best practices including ISO 14001:2015 Environmental Management Systems in managing waste from all our sites and facilities (ISO Certification obtained for all our companies in 2018).

We plan to update our waste management system according to the Executive Regulations of the new Egyptian waste management law.

From a linear to a circular model, we have improved our waste management practices. We invest in waste minimization and exploit reuse opportunities The waste management process at Elsewedy Electric involves the following:

- Waste minimization
- Segregation
- Waste Reuse/treatment/Recycle
- Safe disposal

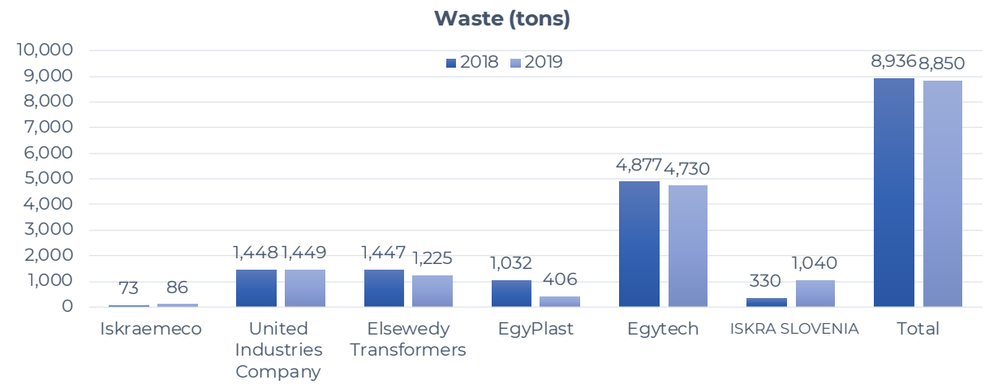
Contractors remove waste on a daily basis from our factories, including oils, solid wastes, scraps, and hazardous waste. Waste that can be recycled, mostly scraps, is sold to other industries for the manufacturing of a diversity of goods.

Hazardous wastes are disposed at authorized landfills (El Nasreya Treatment and Disposal Centre), and used oil is collected and recycled by licensed service providers.

E-WASTE

We have a specialized team in charge of dismantling printers, personal computers, laptops and other electric devices to extract spare parts for reuse.
On the other hand , we place a preference on reusing spare parts over procuring new ones.

ELSEWEDY ELECTRIC ACTIVITIES GENERATED	2018	2019
Tons of Solid Waste **Disposal**	9,207	8,936
Tons of Solid Waste **Recycled / Diverted from landfill**	1,447	1,225
Diversion percentage	15.7%	13.7%



Medical Waste Management

All our medical wastes are management according to good International industrial practices and national regulations. We manage our waste via authorized service providers.

Iskraemeco Slovenia

Given the nature of the electronics industry we generate both hazardous and non-hazardous waste.
Our factories in Slovenia abide by international and E.U. Regulations for responsible waste management, with all waste sorted before it is disposed of appropriately.

All waste management companies we subcontract are licensed by the Ministry of Environment, with special planning and waste records kept going back 10 years. As per E.U. legislation, we have developed a waste management plan, by which we evaluate the quantity of waste to be generated and the required disposal methods. Different types of waste are collected separately.

Non-hazardous waste, such as copper, iron, brass, plastic, cardboard, and wood, as well as some hazardous waste, such as scrap electronics, batteries, and lights, can be recycled as secondary raw material.
Non-recyclable waste, such as oils, rugs, and filters, are incinerated and municipal waste is disposed of in landfills.

In 2017, Iskraemeco implemented a policy of reorganizing and optimizing the waste management process throughout the company, carrying out audits our current waste management process and employee awareness-raising sessions.

CARBON FOOTPRINT

Carbon impact and climate change, as well as preparedness to ensure employee safety and business continuity in the event of natural disasters, are the most material issues for Elsewedy Electric in relation to the environment.

Our specific challenges are in the areas of energy and greenhouse gases. As a major global player in digital transformation, we take seriously our responsibility of leading by example in the global transition to a truly low-carbon economy.

GOALS OF CALCULATING OUR CARBON FOOTPRINT:

- To collect information needed in order to reduce GHG emissions
- To Identify cost saving opportunities for Elsewedy Electric
- To Demonstrate environmental and corporate responsible leadership
- To receive recognition for an early voluntary action
- To respond to Charging consumer Expectations.

Carbon footprint calculations aimed to layout and calculate the corporate carbon footprint of six of Elsewedy Electric organizations:

- EgyTech Cables & Elsewedy Cables
- Iskraemeco Energy Measurement & Management
- United industries company
- Elsewedy Transformers
- Egyptian Company for Plastic Industry Elsewedy Electric Egypt
- Iskraemeco Slovenia

This section includes the reported emissions for the period between January 1st 2018 and December 31st 2019. In this assessment, the boundaries were set to cover all corporate facilities and staff related emissions.

The methodology used for the assessment is based on the guidelines of the WRI/WBCSD Greenhouse Gas Protocol, PAS 2050, and TÜV-Nord's Climate Neutral Company Standard.

In line with the approach of the Greenhouse Gas Protocol, the emissions identified within the system boundary and the different levels were assigned to three different scopes as follows:

Scope 01

Emissions include the direct greenhouse gas emissions of a corporation. These emissions arise from sources that are owned or controlled by the corporation.

Scope 02

Emissions include indirect greenhouse gas emissions caused by the corporation. These are emissions from the generation of purchased electricity consumed by the corporation.

Scope 03

Emissions include other indirect greenhouse gas emissions of the corporation. These emissions are a consequence of the activities of the corporation that occur at sources owned or controlled by another entity.

Within the scope of this assessment, Elsewedy Electric's subsidiaries carbon foot print for the year 2018 and 2019, were identified as follow:

TOTAL FOOTPRINT	FOOTPRINT PER SCOPE	FOOTPRINT PER ACTIVITY
	(Classified into three categories according to the Greenhouse Gas Protocol)	(Such as electricity and gas, travel emissions, commuting, business travel, waste management and others)

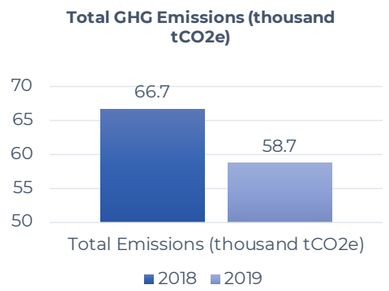
We used primary and secondary data to calculate our carbon footprint, as detailed below:

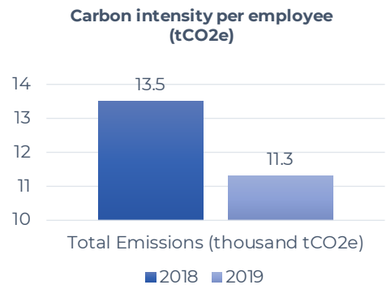
Primary data: Data taken from receipts, bills , invoices and questionnaires
Secondary data: Such as databases, studies, and reports.

Where needed, assumptions were made based on internationally recognized standards and studies.

ELSEWEDY ELECTRIC PERFORMANCE (2018 -2019)

The total carbon footprint for Elsewedy Electric Entities amounts 66,924 tons of CO2e in 2018 and 58,958 tons of CO2e in 2019.

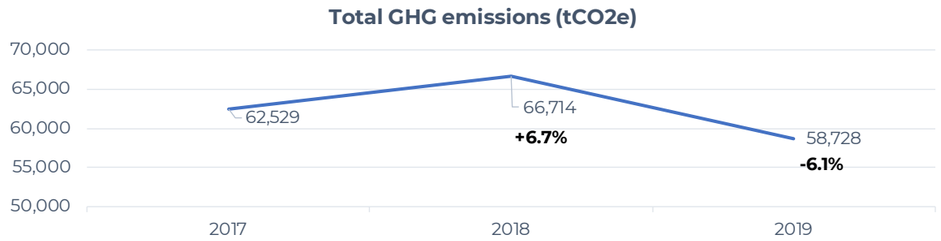


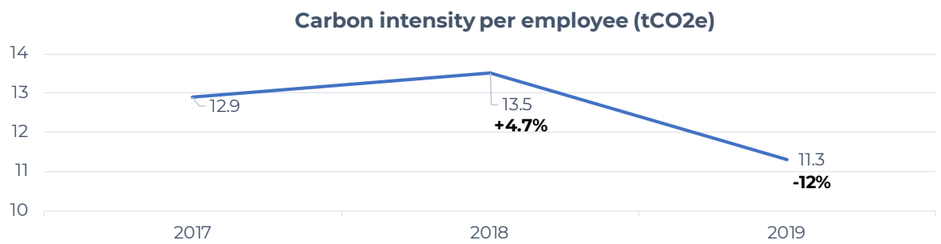


GHG EMISSIONS TREND

2018 resulted in the most GHG emissions thus far, at 66714 tCO2e, 6.7% more than the baseline year.

The number of employees in Elsewedy Manufacturing was 4,828, 4,954, and 5,210 in 2017, 2018, and 2019 respectively.





TOTAL GHG EMISSIONS 2018-2019 (TCO_2E)

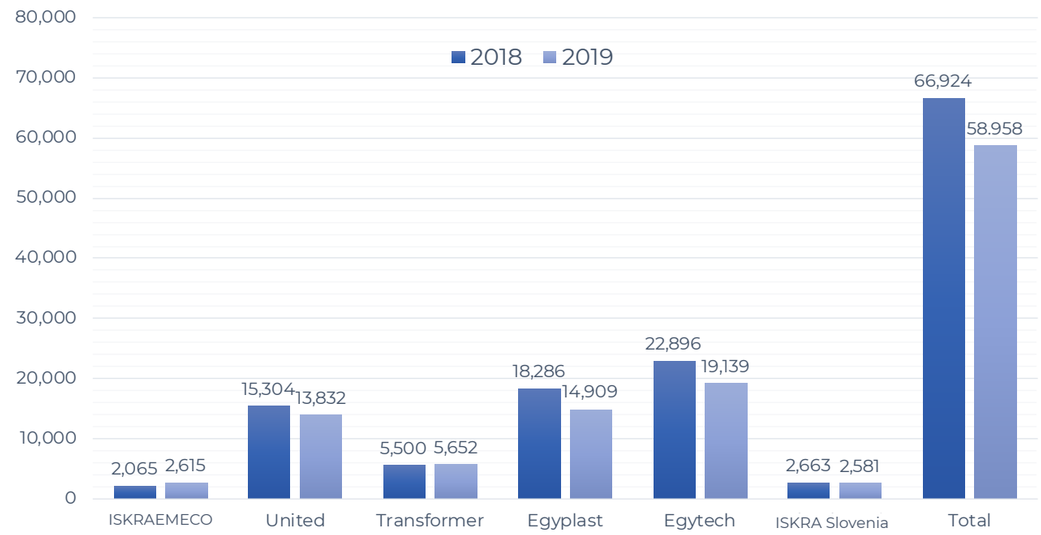


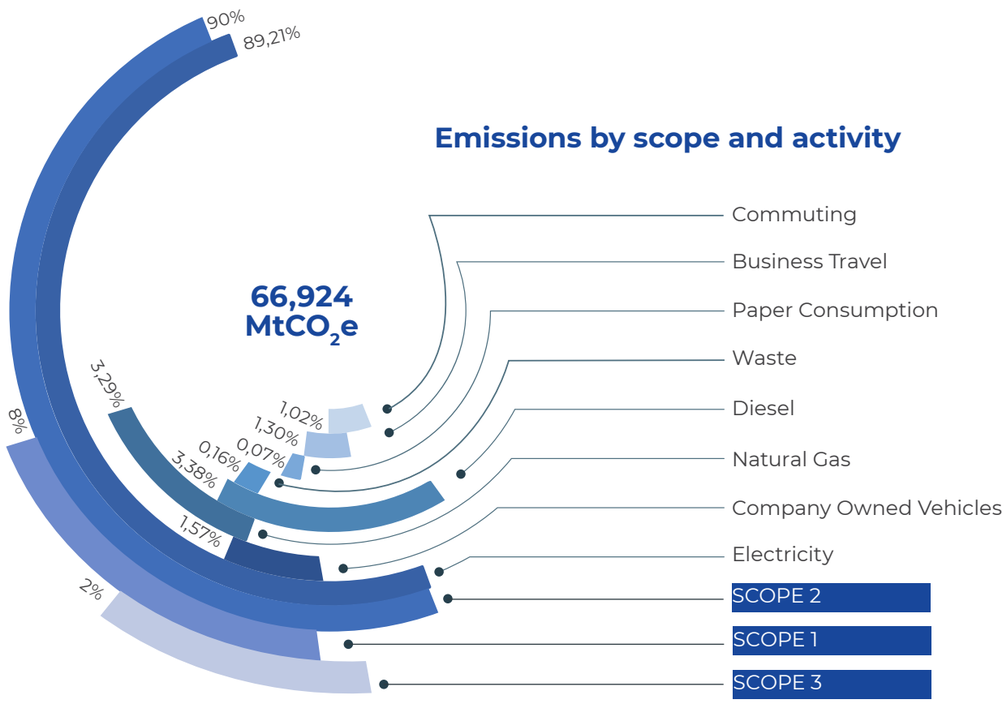
Photo: United Metals

Total GHG emissions 2018-2019 (tCO2e)

2018

The total carbon footprint for Elsewedy Electric 6 entities in 2018 amounts to 66,924 MtCO2e.

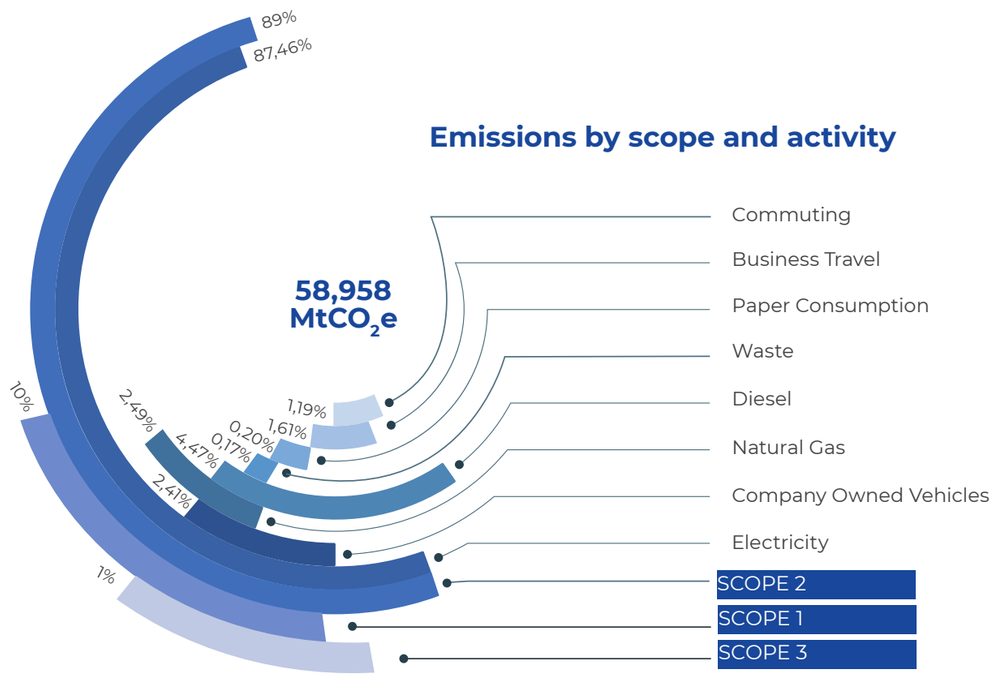
Scope 1	MtCO2e
Diesel	2,259
Natural Gas	2,203
Natural Gas	1,052
Scope 2	**MtCO2e**
Electricity	59,701
Scope 3	**MtCO2e**
Commuting	681
Business Travel	871
Paper Consumption	45
Waste	110
TOTAL	**66,924 $MtCO_2e$**



2019

The total carbon footprint for Elsewedy Electric 6 Entities in 2019 amounts to 58,958 MtCO2e.

Scope 1	MtCO2e
Diesel	2,637
Natural Gas	1,468
Natural Gas	1,423
Scope 2	**MtCO2e**
Electricity	51,562
Scope 3	**MtCO2e**
Commuting	701
Business Travel	949
Paper Consumption	115
Waste	102
TOTAL	**58,958 MtCO2e**



GHG EMISSIONS PER SCOPE ACCORDING TO GHG PROTOCOL 2018 / 2019

2018

SCOPE 1	ISKRAEMECO	United	Transformers	Egyplast	Egytech	Iskra Slovenia	$MtCO_2e$
Diesel	16.00	384.5	934.5	238.7	684.8	-	2,259
Natural Gas	-	1,557.8	-	-	-	645.0	2,203
Company Owned Vehicles	132.0	116.0	72.2	533.1	150.0	40.0	1,052
SCOPE 2							
Electricity	1,525.0	13,012	4,124.5	17,411	21,679.0	1949.0	59,701
SCOPE 3							
Commuting	138.0	154.6	175.8	-	213.0	-	681
Business Travel	249.0	31.4	161.74	70.45	148	-	871
Paper	2.7	8.0	7.36	7.11	10.8	8.9	45
Waste	1.3	38.8	23.1	25.5	10.4	11.1	110
TOTAL	2,065	15,304	5,499	18,286	22,896	2,873	66,924
$MTCO_2E$/ EMPLOYEE	5.27	16.53	6.79	24.88	20.72	2.94	13.5

2019

SCOPE 1	ISKRAEMECO	United	Transformers	Egyplast	Egytech	Iskr Slovenia	$MtCO_2e$
Diesel	20.0	384.5	1001.3	213.6	1018.1	-	2,637
Natural Gas	-	919.1	-	-	-	549.1	1,468
Company Owned Vehicles	162.1	378.5	72.2	500	270.6	40.0	1,432
SCOPE 2							
Electricity	1915.2	11,901.6	4151.5	14137.1	17,792.8	1,964.5	51,562
SCOPE 3							
Commuting	151.0	162.6	170	-	217.4	-	710
Business Travel	362.0	40.5	226.8	41.0	48.4	-230.0	949
Paper	3.4	6.5	8.6	4.6	81.6	10.5	115
Waste	1.50	39.1	21.6	12.4	10.1	17.3	102
TOTAL	2,615	13,832	5,652	14,909	19,139	2,811	58,958
$MTCO_2E$/ EMPLOYEE	4.6	3.68	2.01	19.04	20.84	1.29	11.27

Renewable Energy / Carbon Offsetting Projects

Carbon off-setting is an important part of Elsewedy Electric's environmental efforts and bridges the gap between the current reality and a more sustainable future. While we focus on reducing our CO2 emissions, emissions are also compensated through our Carbon Offsetting projects.

SESA BENBAN: 1.8GW PV SOLAR PARK

In 2019, Elsewedy Electric successfully reached the full commercial operation for its two solar photovoltaic ("PV") power plants, developed as part of Egypt's Round II of the Renewable Energies Feed-in-Tariff ("FiT") program for solar and wind energy projects launched by the Government of Egypt.
The projects produce an estimated **290 GWh** of electricity, powering more than **140,000** households, with a CO2 emissions reduction of over **145,000** tons per year.

GREECE: ELSEWEDY ELECTRIC S.A.E 64MW OF WIND AND HYDRO ASSETS

The four assets have an aggregate capacity of 64 MW, with three wind parks; "Aioliki Kilindrias SA" (10MW), "Kallisti Energeiaki SA" (15MW), Aioliki Aderes SA" (35.4 MW), and one Small Hydro Power Plant "Hydroelectriki Achaias SA" (3.615 MW).

The assets generate enough energy to power approximately 34,000 homes with an equivalent carbon dioxide (CO2) footprint of 102,000 tons.

The total offsetting emission from SESA Benban 1.8 GW PV Solar Park and Elsewedy Electric S.A.E 64 MW of wind and hydro assets:

OFFSETTING PROJECT	OFFSETTING MtCO2e
SESA Benban PV Solar Park (130 MW)	145,000
RE Energy 64MW of Wind and Hydro assets	39,000
TOTAL OFFSET YEARLY (2019)	184,000

SHARE OF OFFSETTING EMISSIONS MtCO2e	MtCO2e
Total Carbon Footprint Assessment 2019 MtCO2e	58,958
Total Offset yearly (2019) MtCO2e	184,000
Share of offsetting emissions	312 %

For 2019, the total carbon footprint assessment for Elsewedy Electric was 58,728 MtCO2e, and total carbon offset for the year 2019 was 184,000 MtCO2e.

Based on the above findings, in 2019, Elsewedy Manufacturing subsidiaries successfully offset 312 % of its carbon emissions, and hence, they could be considered carbon positive.

Water & Energy Projects

EGYPT: ELSEWEDY CABLES

Elsewedy Cables Egypt has been awarded a contract with the Engineering Authority of the Armed Forces with a total amount of 1.1 Billion EGP to supply and install 220KV power cables 1X2000mm2 and Fiber Optic Cables.

This is the first time in Egypt to put 220KV High Voltage cables inside a cable tunnel which is designed to receive 12 circuits 220KV power cables and equipped with DTS Monitoring System, Fire alarm, Firefighting and forced ventilation systems for implementing new smart cities in Egypt as Cairo Capital City.

EGYPT: CAIRO

Cairo Capital **SS1 500/220/66/22 kV** GIS Substation project.
EETD prevailed over fierce competition and won the project, with a scope of engineering, fabrications, factory testing, delivery to site, receiving, unloading, storing, civil works, erection, testing and commissioning, handing over the works to employer/ EEC, putting in operation, insurance till hand over, training, warranty and technical assistance.

GABAL ELZAYT JICA, KFW & FIEM WIND FARMS

Sub-contracted by the international EPC contractor, Gamesa, RME has successfully delivered the civil works for 3 wind farms projects with a total capacity exceeding **220 MW**.

In cooperation with Siemens Gamesa, RME performed a number of tasks including the civil construction works of the technical foundations as well as the hardstands in addition to the design and construction of the farms road works.

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EGYPT: SINAI

Nuweibaa Seawater Reverse Osmosis (SWRO) desalination plant will bring fresh water to desert and emote areas It is the first desalination project to be added to our portfolio.
The project was commenced in November, 2018 and designed to deliver **15,000 m3/day** of drinking water and composed of (3) streams each stream **5,000 m3/ day**, by October 2022.

EGYPT: BENI-SUEIF

Egyptian Electricity Holding Company awarded the consortium of Siemens AG & ELSEWEDY ELECTRIC the execution of 4.8 GW WCT combined cycle power plant.
The project was executed over the duration of 33 months (CoD in late 2018) and is the world's largest gas-fired combined-cycle power plant complex to ever be built on fast track basis. The scope of ElSewedy Electric included engineering, procurement, construction, testing, commissioning, start- up and civil works for 4.8 GW.

EGYPT: ATTAQA

Partnering with the Egyptian government in its plan to increase electricity production and ensure reliable power supply in record time, Elsewedy Electric were able to smash world's records by connecting power to the grid in 159 days, providing electricity to more than 620,000 Egyptian families.

Ahead of schedule, Attaqa SCPP connecting 650 MW to the national grid powered by Siemens E-Class turbines (4xSiemens STG5-2000E).

The Second gas- fired power plant in Mahmoudia SCPP connecting 330 MW utilizing 2 gas turbines (2x AE94.2) supplied by Ansaldo Energia. Scope included EPC of civil, electrical, mechanical, piping, structural, architectural & engineering works.

UAE

1. Elsewedy Electric in a Consortium with MITSUBISHI HITACHI POWER SYSTEMS, LIMITED (**MHPS**) , announces Sharjah Electricity and Water Authority (SEWA) award for the EPC contract of Al Layyah Combined Cycle Power Plant in Sharjah, United Arab Emirates, with a value of approx. 550 million USD.

The 1,026.3 megawatt gas-fired combined cycle power project is located in Al Layyah in the Emirate of Sharjah and shall start producing energy by 2020. Our scope represents approx. 65% of the project works, including engineering, procurement and installation of balance of plant in addition to the erection and installation of he MHPS gas & steam turbines. In addition we will be responsible for site preparations, leveling and the civil, construction and site utilities for the project.

2. Elsewedy Electric a leader to a consortium which includes SIEMENS AKTIENGESELLSCHAFT (Germany) announces receiving DEWA's award for the EPC contract of the Al AWEER "H" station phase IV power Plant in Dubai, UAE, with a volume of approx. 300 million USD. The 815 MW gas-fired open cycle power project shall start producing energy by 2020.

UAE: AL LAYYAH

Elsewedy Electric in a Consortium with MITSUBISHI HITACHI POWER SYSTEMS, LIMITED (MHPS) , announces Sharjah Electricity and Water Authority (SEWA) award for the EPC contract of AL LAYYAH Combined Cycle Power Plant in Sharjah, United Arab Emirates, with a value of approx. 550 million USD.
The **1,026.3 megawatt** gas-fired combined cycle power project is located in Al Layyah in the Emirate of Sharjah and shall start producing energy by 2020.

Our scope represents approx. **65%** of the project works, including engineering, procurement and installation of balance of plant in addition to the erection and installation of he MHPS gas & steam turbines.

UAE: AWEER

Dubai Electricity and Water Authority (DEWA) awarded the consortium of Elsewedy Electric and Siemens AG the EPC contract for Al Aweer "H" station phase IV Power Plant in Dubai, United Arab Emirates.
Worth approximately **US$ 300 million**, the **815-megawatt** gas-fired open cycle power project is located in Al Aweer and will begin producing energy by the end of 2020.. The Aweer HIV 815 MW Simple Cycle Power Plant is over 60% complete, with engineering at 76% complete, procurement 84%, construction at 39%, and commissioning yet to begin.

TANZANIA

The Joint Venture of "The ARAB CONTRACTORS (OSMAN A. OSMAN & Co.)" and "Elsewedy ELECTRIC" signed a USD 2.9 billion EPC Contract for the execution of the national project of Rufiji Hydropower plant in the United Republic of Tanzania.

The project has a capacity of 2115 MW and will generate an estimated 6,307GWh annually. The project's first phase will be completed by the end of 2020.

SOUTH SUDAN

Elsewedy Electric has been contracted by the Ministry of Energy and Dams of the Republic of South Sudan to build a hybrid solar photovoltaic project with battery storage system, with a value of approx. **45 million USD**.
The project will be built on **250,000 square meters** in Juba, South Sudan and will start producing energy by the end of 2020.

As one of the largest Battery Storage PV projects in Africa, the project will consist of 20 megawatts-peak solar photovoltaic park, a **35 megawatts-hour** battery storage system and an in-house training center serving Juba State and the entire Equatorial region.

Elsewedy Electric's scope of work covers engineering, procurement and installation of the entire project on turnkey-basis.
The estimated annual **29,000,000 kWh** of clean energy produced by the project will power more than 58,000 South Sudanese households while avoiding more than 12,000 tons of CO_2 a year, and should contribute significantly to the electrification of the capital and its region.

CONTRIBUTING TO OUR COMMUNITY

Accessible Education

Better Health

Inclusive Development

Photo: ISKRAEMECO

CONTRIBUTING TO OUR COMMUNITY

11

Elsewedy Electric aims to encourage and facilitate Egyptians to contribute positively to our society and create a sustainable and inclusive future.
We recognize our responsibility for the social impact we have on communities across the planet, and our Corporate Social Responsibility (**CSR**) program is an integral part of our existence as a Group.

We strive to lead by example in contributing to multiple projects on an annual basis through ongoing support, recurring initiatives, and new projects and alliances attuned to the evolving social needs.

We are careful in our choice of partners and interventions, putting trust, integrity, transparency, and accountability into the core of our decision making regarding any engagement while making sure any project is aligned with real community needs.

We also take care to ensure that resources devoted to the different initiatives are used in a sound and effective manner.
Our particular focus throughout 2018-2019 was on improving educational opportunities for vulnerable groups and talented individuals, facilitating better healthcare, and addressing pressing development challenges among communities in need.

We express sincere gratitude and admiration to our CSR partners for the impact we are able to generate through collaboration and for the work they do on a daily basis.

ACCESSIBLE EDUCATION

All Elsewedy Education initiatives are built around a shared vision – to equip knowledge seekers with dynamic educational skillsets and essential tools that can empower their journey towards becoming the impactful leaders of tomorrow.

We aim to be the leading provider of high quality, sustainable, and fit-for-purpose education, optimizing the benefits for knowledge seekers and businesses alike.
Elsewedy Education aims to develop well-rounded global citizens to meet the dynamic and challenging demands of the ever-changing international job market.

Our educational projects span across K-12 schools, technical education, higher education, and support innovative and social entrepreneurship, facilitating a dynamic and lively network of stakeholders committed to building a better future.

MAWAHEB FROM BEAUTIFUL PEOPLE

Mawaheb is an art studio for disabled youth aged 16 and above. Elsewedy Electric supports Mawaheb in its mission to encourage each individual, regardless of their disability, to reach their highest potential through art and aid in the development of necessary life skills.

The studio offers its students a wide range of activities, including painting, sculpture, ceramic, mosaic, voluntary work in the art shop and café, photography, motivational speaking, engaging with local and international artists, among others.

APPLIED TECHNOLOGY UNIVERSITY

Elsewedy Electric has supported the university in the establishment of an advanced Electricity, Electronics & Digital Circuits Lab.

ELSEWEDY FRIENDS CLUB

The club provides a comprehensive training program for electrical engineers, contractors, traders, technicians, teachers of technical education, and governmental agencies workers across Egypt and the countries in which Elsewedy operates. Established in 2010, the program has trained more than 1000 of its members in a variety of trades.

THE ENTREPRENEURSHIP CONVENTION

Elsewedy Electric sponsors The Entrepreneurship Convention, which offers a variety of specialized workshops, including Small Business Simulation, Guerrilla Marketing Warfare, Production Innovation Simulation, and other activities aimed at building capacities of young Egyptian Entrepreneurs.

UNIVERSITY SCHOLARSHIPS

Elsewedy Electric provided merit-based scholarships to students from public schools in cooperation with leading national institutions. Throughout 2018-2019 we distributed over 100 scholarships among students across eight educational institutions.

HELWAN UNIVERSITY

Together with the Faculty of Engineering at Helwan University, we organized a competition for students

THANAWEYA AMMA

Elsewedy Electric funded 100 top students based on Thanaweya Amma results: a series of standardized tests in Egypt that leads to the General Secondary Education Certificate for public secondary schools, and serves as the entrance examination for Egyptian public universities.

Institutions in which students received University scholarships	Number of scholarships
Nile University (NU)	13
Zewail City of Science and Technology	3
Egypt Japan University of Science and Technology (EJUST)	20
Ain Shams University (Medicine)	4
Cairo University (Integrated Program of Kasr Alainy, IPKA)	11
German University Cairo (GUC)	34
American University in Cairo (AUC)	2
Mansoura University	16

WORLDSKILLS

The organization inspires young people to develop a passion for skills and excellence through competitions and rewards.

It helps them to develop skills through global training standards and benchmarking systems, as well as engage with a wide range of stakeholders to build a global platform of skills for all.

The organization also strives to acknowledge the vast diversity of skills relevant in the modern world, from craftsmanship and volunteering to complex problem-solving and teamwork.

DEWAKA SCHOOL

Elsewedy Electric, in cooperation with the Ministry of Education, developed the school to provide education for children in their early development years.

The initiative included renovating the school, providing classrooms with new equipment, and electrical fittings.

KASR AL AINI SCHOOL OF MEDICINE

We supported the establishment of the Virtual Endoscopic Simulation and Surgical Skills Lab at the Cairo Kasr Al Aini School of Medicine (VESSALKA). The lab offers courses for both new trainees and senior staff to help successfully diagnose and treat a wide range of cases. This is the first institutional, fully integrated surgical endoscopic simulation center in Egypt, helping surgeons to practice minimally invasive methods and effectively address surgical complications.

The lab has the latest Surgical Science haptic feedback. The simulators are equipped with 2D, 3D, and 360-degree individual and team scenarios, as well as ultra-realistic procedures and training.

THE KNOWLEDGE HUB UNIVERSITIES

Besides being a significant investment project with substantial benefits for the group, the project is as much about broader social impact, delivered through five departments and 14 (nine as of 2019) cutting-edge educational programs accessible to general the public across fields of psychology, business, computing, design, media, and engineering.

The Knowledge Hub provides innovative offerings that address rapidly changing industries to enhance students' opportunities and equip them with the needed lifelong learning skills and provide extensive links to the industry.

The Knowledge Hub provides a healthy learning environment for students to maximize their potential, develop critical thinking skills, and become future leaders in their respective communities.

In other sections of this report, you can find more about our investment into the Knowledge Hub and how it benefits our employees.

BRIDGING THE GAP BETWEEN BUSINESS, ACADEMIA & SOCIETY

Elsewedy Electric aims to support and equip knowledge seekers with all the tools and skills they will need for their future.

Bridging The Gap Between Business, Academia, & Society is an Egyptian education investment and management company established to offer quality learning experience through the development of sustainable world-class educational institutions, with state-of-the-art facilities, to maximize community impact, knowledge, and technology transfer, uniting various initiatives of Elsewedy education.

ELSEWEDY ELECTRIC FOUNDATION

Our charitable foundation focuses on health and education projects. One of their primary goals is to support technical and vocational schools so they can, in turn, produce the skilled technicians that industry needs.
The foundation currently manages two technical schools in the Tenth of Ramadan district that offer a range of skill sets, and is assessing further sites in Egypt with a view to opening more schools.

ELSEWEDY TECHNICAL ACADEMY - STA

One of Elsewedy Electric Foundation pillar is Elsewedy Technical academy (STA), which was launched in 2011: Providing a three-year, secondary level technical education in electrical skills.
Students join STA on full scholarships, providing them with uniforms, learning material, electronic learning devices, transportation, and on-the-job training during their course of study, in addition to financial support in the form of monthly compensation.

Currently, STA runs seven separate program themes such as Energy Components, Industrial Electronics, Mechanics, Maintenance & Repair, Heavy Equipment, Logistics, as well as various e-learning opportunities based on world-class IT infrastructure.

Currently, the academy has a capacity of 1200 students. We strive to make STA a leading example of technical education in the region, combining innovative methods, best available tools, and real life experience.

Elsewedy Electric Foundation

The STA is working under the umbrella of the Elsewedy Electric Foundation, a non-profit organization, which is responsible for the opening of all STA branches under the laws of Egypt.

Registered under the Ministry of Social Solidarity no. 824, 13th May 2018.

STA ELSEWEDY TECHNICAL ACADEMY

All Elsewedy Education initiatives are built around a shared vision – to equip knowledge seekers with dynamic educational skillsets and essential tools that can empower their journey towards becoming the impactful leaders of tomorrow.

We aim to be the leading provider of high quality, sustainable, and fit-for-purpose education, optimizing the benefits for knowledge seekers and businesses alike.
Elsewedy Education aims to develop well-rounded global citizens to meet the dynamic and challenging demands of the ever-changing international job market.
Our educational projects span across K-12 schools, technical education, higher education, and support innovative and social entrepreneurship, facilitating a dynamic and lively network of stakeholders committed to building a better future.

**STA education program offers an exciting mix of technical, cultural and language subjects, career guidance and decision support tools.
It has enabled me to have high quality education allowing to apply for various interesting jobs and develop further in multiple directions.**

— STA student

BETTER HEALTH

In today's world, millions of people around the globe are unable to access high-quality medical care, including some of the communities where we do our business.
Improving the health and wellbeing of our communities is a crucial pillar of our sustainability initiatives.
We work closely with local and regional hospitals to promote personal and public health, raise awareness, and support the provision of relevant healthcare services and necessary equipment.

AHL MASR HOSPITAL

The hospital provides free treatment to trauma and burns victims with the most advanced therapy techniques and top-quality integrated services, also helping them and their families cope with their emotional and social aspects for the post-treatment period. The hospital is the first of its kind in the region.

HUMANITARIAN FUND

With the Humanitarian Fund, we focus on covering such areas as medical costs, personal injury claims, injury compensation benefits plan, and other humanitarian needs when necessary. Through the humanitarian fund, we also pay the medical fees of all our employees, including outsourced laborers and family members, on a case-by-case basis.

ABU EL-RISH EL YABANI HOSPITAL

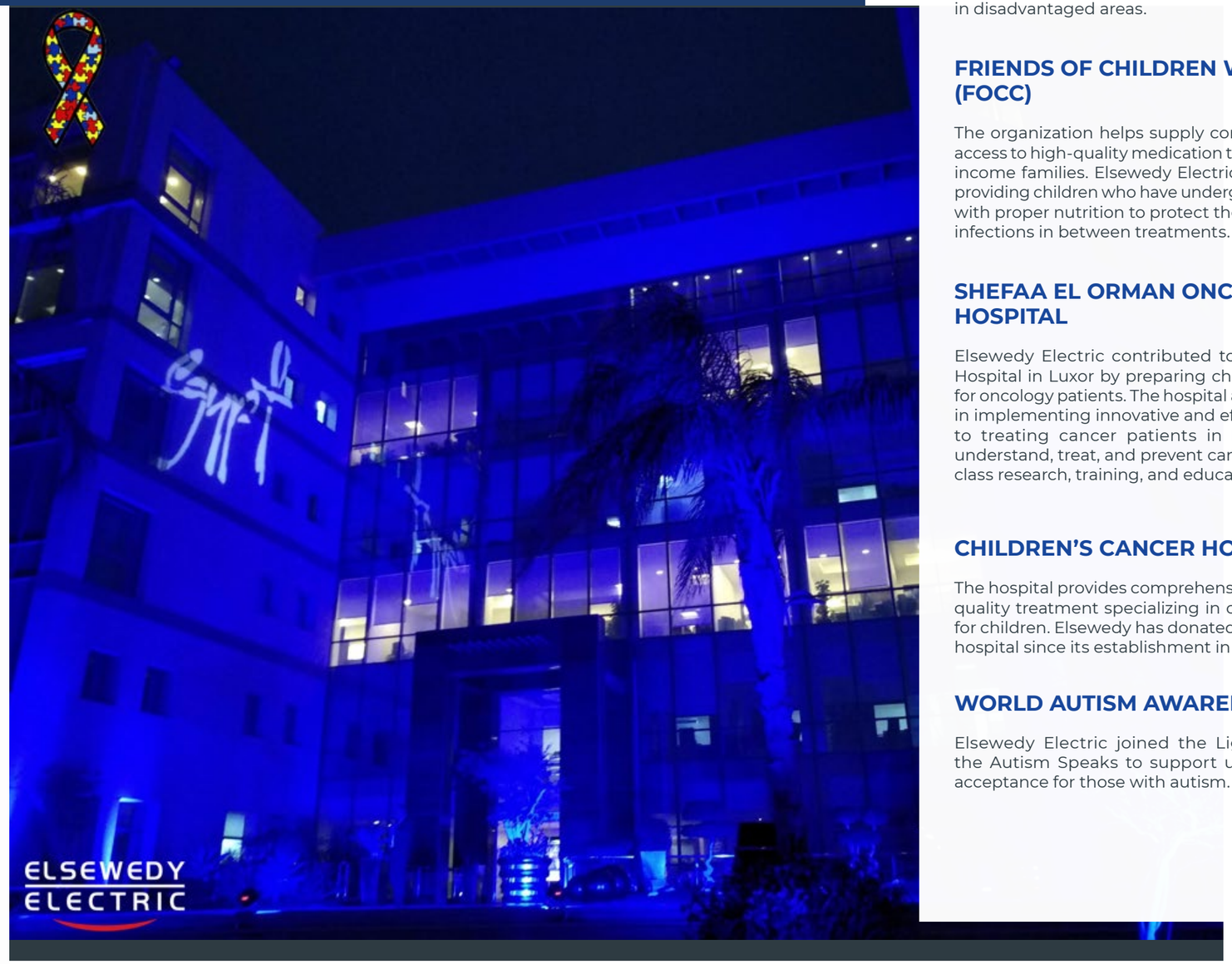
Also known as Cairo University Specialized Pediatric Hospital, the specialized pediatric hospital. It provides patients with trauma the most advanced therapy techniques with top-quality integrated services. Elsewedy Electric provided a complete repair and renewal of its six elevators.

ZAGAZIG UNIVERSITY HOSPITAL

Elsewedy Electric supported the hospital with the refurbishment of the building and procurement of the necessary medical equipment.

NATIONAL CANCER INSTITUTE

Elsewedy Electric cooperated with the National Cancer Institute to provide a full operating room with a world-class mammography system solution from Hologic Selena Dimensions at the early detection unit.



SPHINX CURE ONCOLOGY CENTER

Elsewedy Electric made a significant contribution to the construction development of the 1st, 2nd, and 3rd phases of Sphinx Cure Oncology Center in Cairo, which offers free chemotherapy for underprivileged patients in disadvantaged areas.

FRIENDS OF CHILDREN WITH CANCER (FOCC)

The organization helps supply consistent and timely access to high-quality medication to children from low-income families. Elsewedy Electric supports FOCC in providing children who have undergone chemotherapy with proper nutrition to protect them from secondary infections in between treatments.

SHEFAA EL ORMAN ONCOLOGY HOSPITAL

Elsewedy Electric contributed to Shefaa El Orman Hospital in Luxor by preparing chemotherapy rooms for oncology patients. The hospital aims to be a pioneer in implementing innovative and effective approaches to treating cancer patients in Egypt, seeking to understand, treat, and prevent cancer through world-class research, training, and education.

CHILDREN'S CANCER HOSPITAL 57357

The hospital provides comprehensive family-centered quality treatment specializing in oncology treatment for children. Elsewedy has donated significantly to the hospital since its establishment in 2007.

WORLD AUTISM AWARENESS DAY

Elsewedy Electric joined the Light it Up Blue by the Autism Speaks to support understanding and acceptance for those with autism.

INCLUSIVE DEVELOPMENT

Our third area of intervention focuses on the needs of vulnerable communities and supporting innovative, tailored solutions that can generate social impact, acknowledging that both small and large organizations can make a difference in their respective domains.

In the time of rising inequalities, inclusive and proper development is crucial for creating a truly sustainable future.

FACE FOR CHILDREN IN NEED

The association aims to ensure that deprived and vulnerable children in Egypt receive protection, love, education, and innovative sustainable solutions to become strong, happy, independent adults, while helping them integrate with family and society.

Over 98% of the organization's staff is local and based in Egypt. Elsewedy Electric has partnered with the association to improve living standards for orphans, homeless children, child victims of abuse or neglect, and refugee children.

THE EGYPTIAN FOOD BANK

The non-profit organization aims to make Egypt free from hunger. It operates through feeding, development, relief, and awareness programs. Elsewedy Electric is one of the Bank's top contributors. Our employees participate in the packaging of meals during Ramadan.

We are particularly proud to be a partner with the Egyptian Food Bank, considering its multifaceted approach, its focus on the most vulnerable groups of the population, and its contribution to combating food waste.

ORPHAN DAY

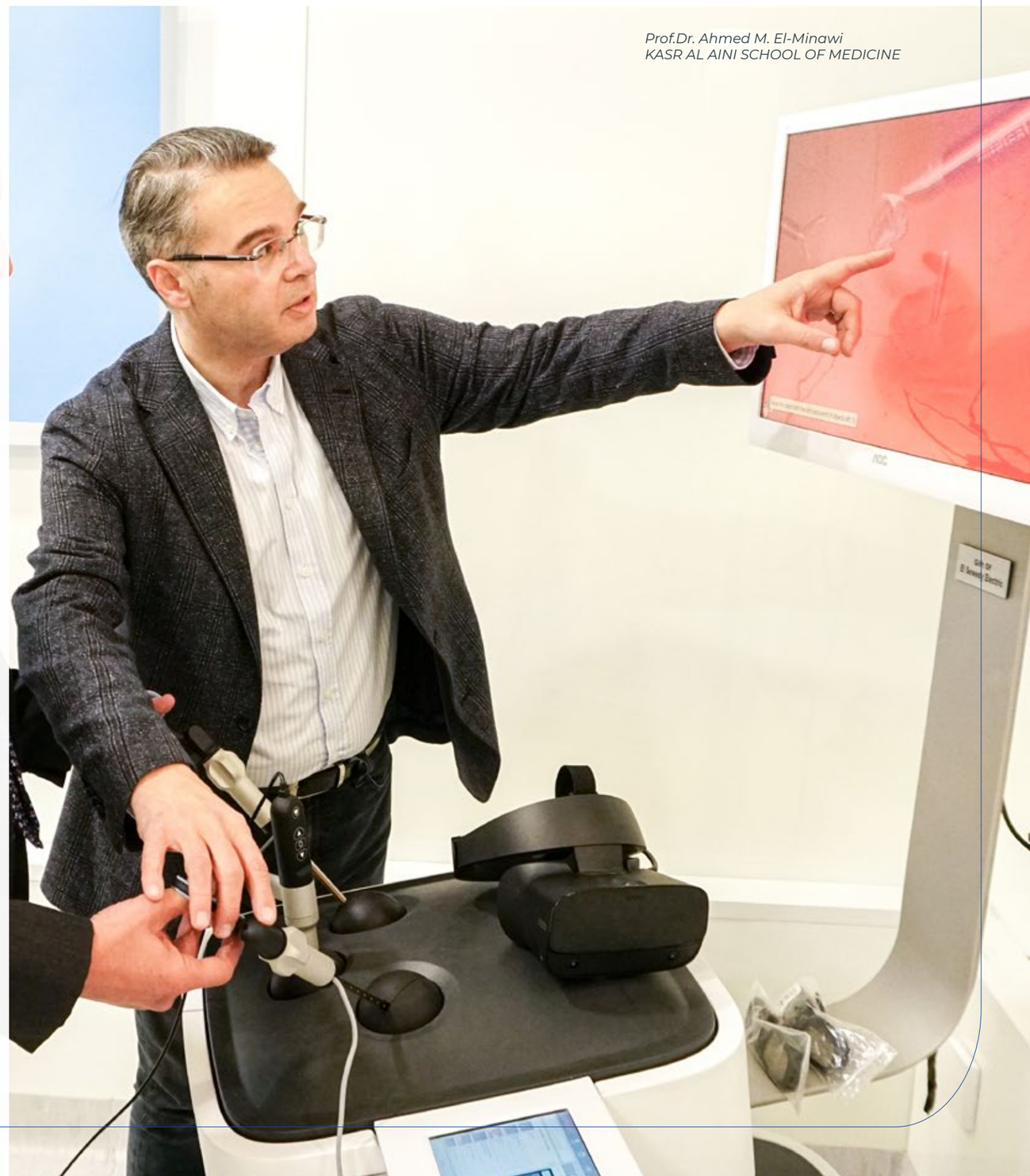
EGYPLAST participated in the Orphans Day event for the third year in collaboration with Banque Misr, participating in various activities with 200 children from orphanages in different cities of Al Sharqia Governorate.

KHAIR ZAD CHARITY ORGANIZATION

We support the organization in the services it provides to care for the poor and improve their situation.

RAMADAN EVENTS

Elsewedy Electric UAE organized multiple Ramadan events, including a football tournament.



Prof.Dr. Ahmed M. El-Minawi
KASR AL AINI SCHOOL OF MEDICINE

LOOKING AHEAD

12

Long-term Commitments

Sustainability Strategy 2020-2022

Future Milestones

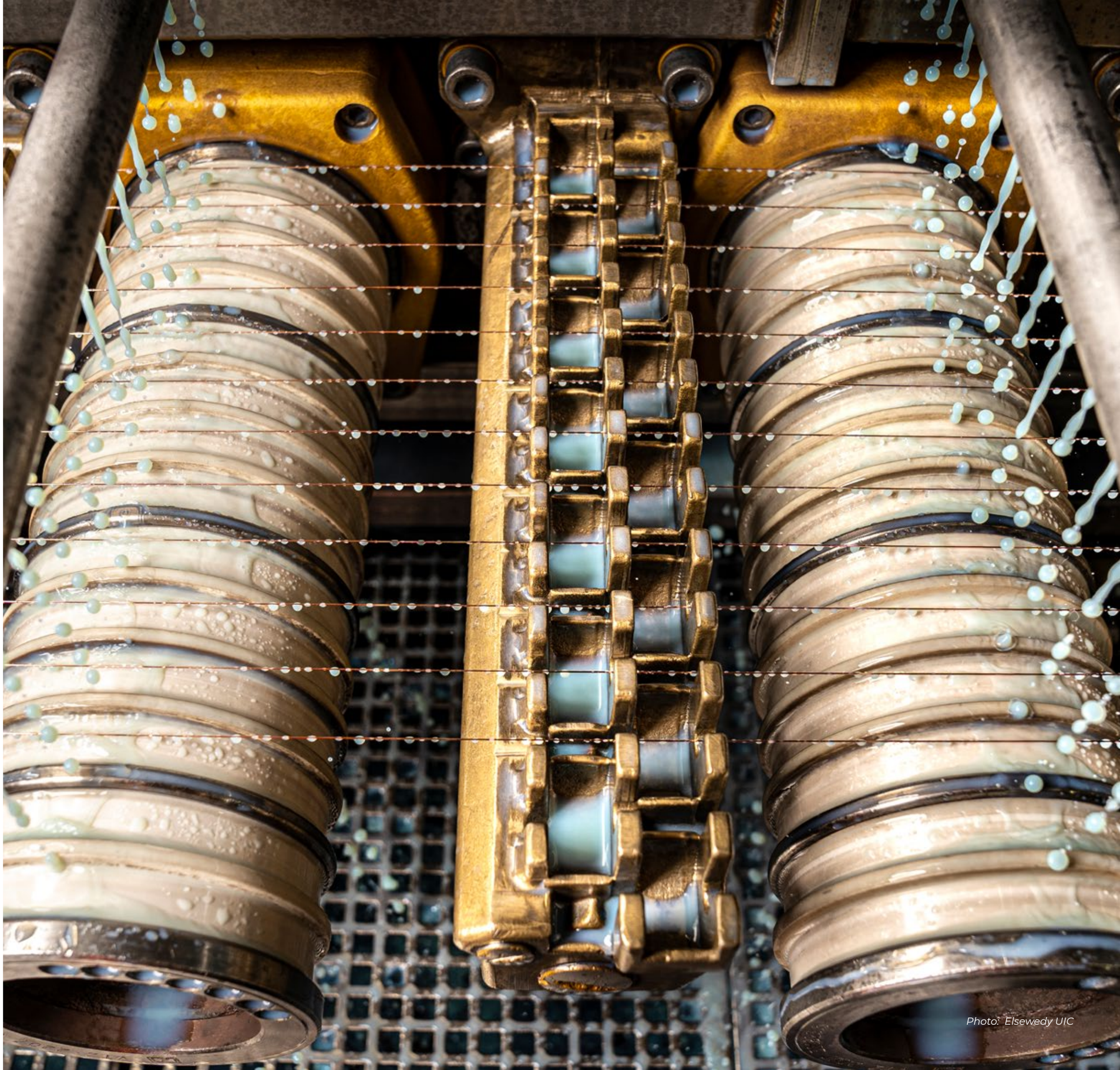


Photo: Elsewedy UIC

LOOKING AHEAD

12

Long-term Commitments

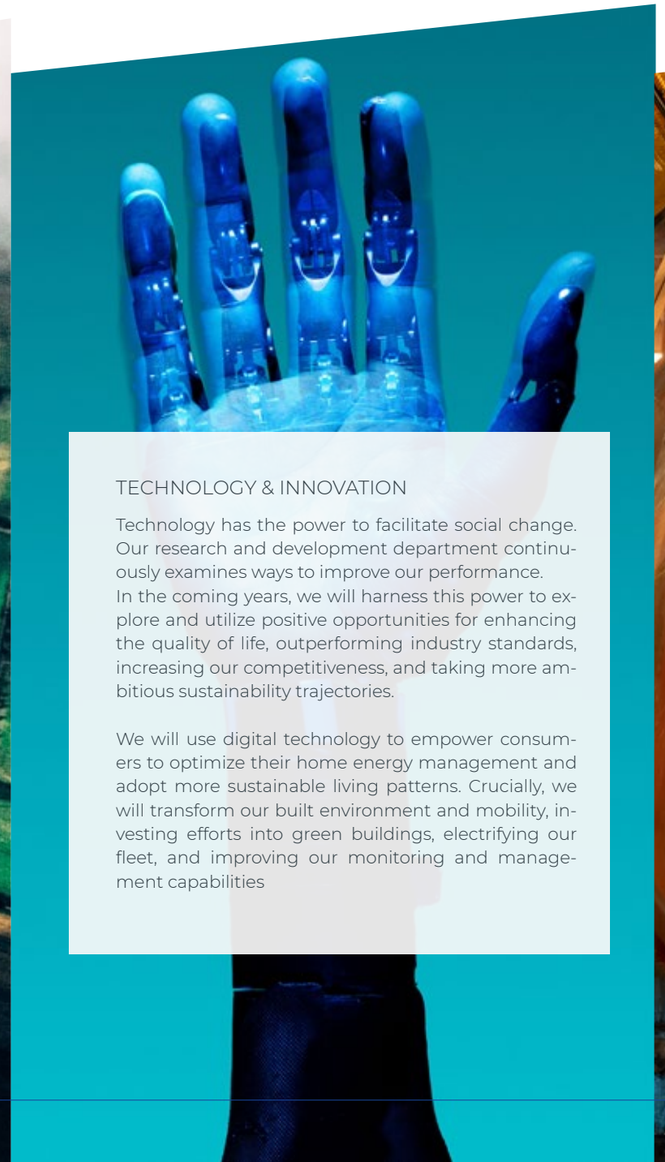
At Elsewedy, our Board of Directors ensures that our strategy, vision, mission, and core values continue to guide all business activities and advocate for our stakeholder's vision of a professional, transparent, and ethical organization. In 2020 we have defined some of our long-term commitments and priorities, presented below.

PLANET & RESOURCES

We know that our potential for development depends on how successful we are in appreciating nature and respecting its limits.

During the following years, we will focus on achieving a holistic transition to environmental sustainability, enacted through rapid decarbonization, renewable energy, and further improving our energy efficiency and wise use of resources.

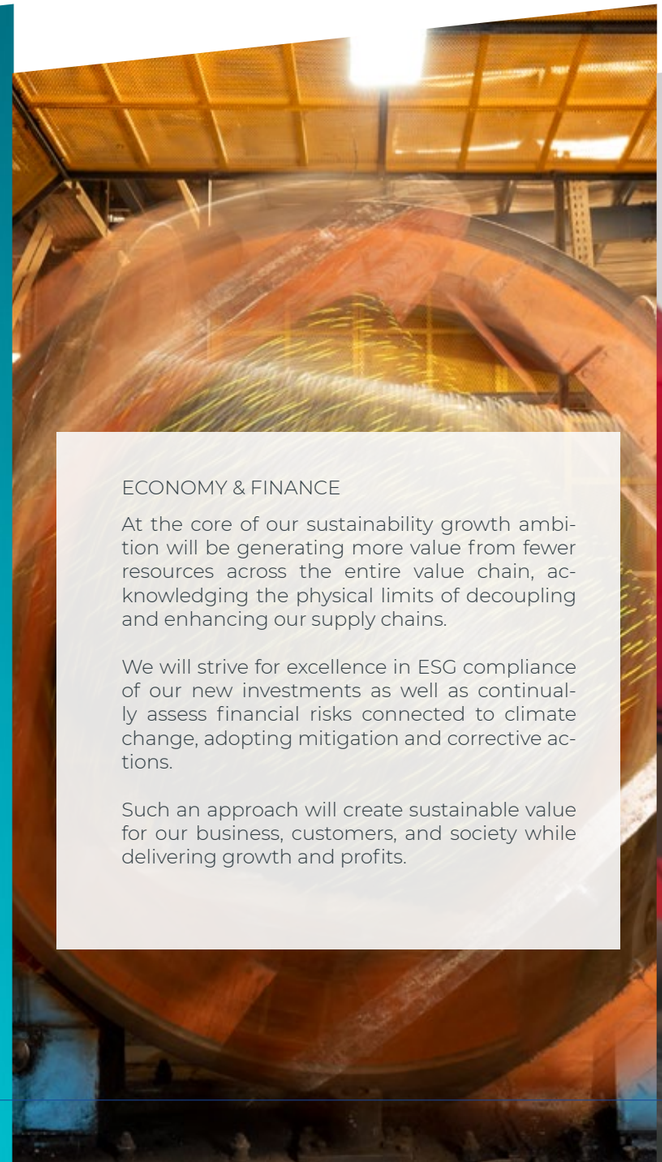
We will align our path with the low carbon scenarios, extend the energy management system, and utilize novel tools that extend our journey towards supporting a livable climate.



TECHNOLOGY & INNOVATION

Technology has the power to facilitate social change. Our research and development department continuously examines ways to improve our performance.
In the coming years, we will harness this power to explore and utilize positive opportunities for enhancing the quality of life, outperforming industry standards, increasing our competitiveness, and taking more ambitious sustainability trajectories.

We will use digital technology to empower consumers to optimize their home energy management and adopt more sustainable living patterns. Crucially, we will transform our built environment and mobility, investing efforts into green buildings, electrifying our fleet, and improving our monitoring and management capabilities

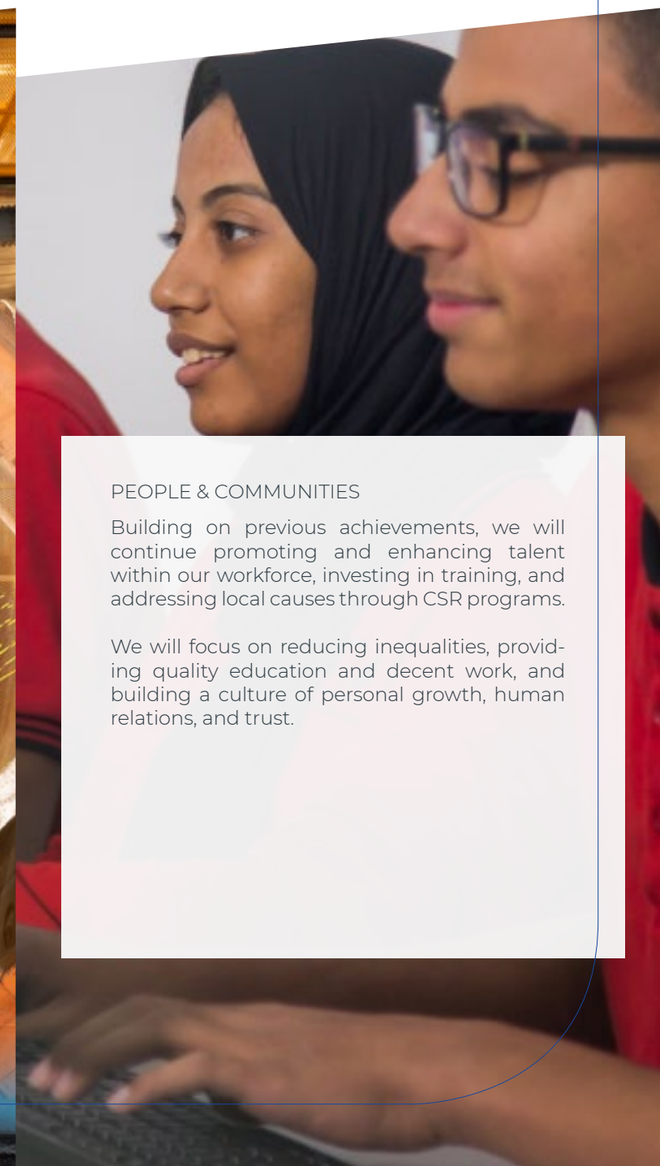


ECONOMY & FINANCE

At the core of our sustainability growth ambition will be generating more value from fewer resources across the entire value chain, acknowledging the physical limits of decoupling and enhancing our supply chains.

We will strive for excellence in ESG compliance of our new investments as well as continually assess financial risks connected to climate change, adopting mitigation and corrective actions.

Such an approach will create sustainable value for our business, customers, and society while delivering growth and profits.



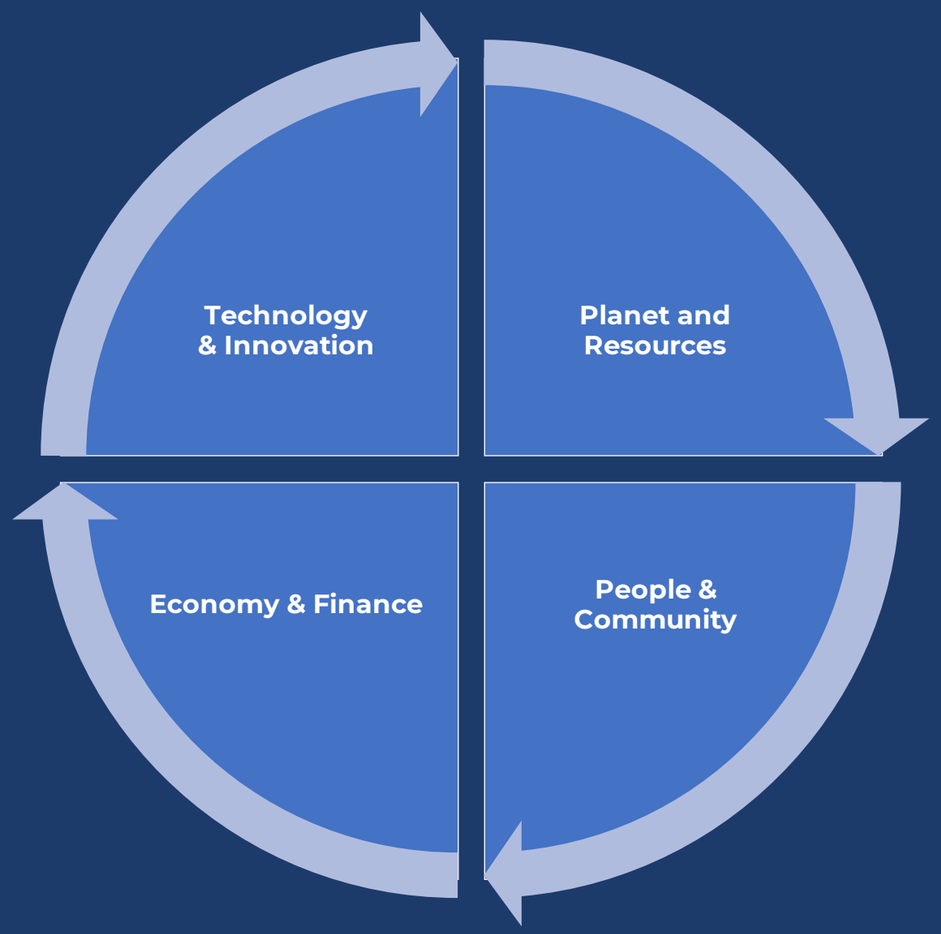
PEOPLE & COMMUNITIES

Building on previous achievements, we will continue promoting and enhancing talent within our workforce, investing in training, and addressing local causes through CSR programs.

We will focus on reducing inequalities, providing quality education and decent work, and building a culture of personal growth, human relations, and trust.

SUSTAINABILITY STRATEGY 2020-2022

Setting our **2020-2022** priorities enabled us to build upon all that has already been achieved, fully address barriers and risks, and improve where opportunities have been identified.
At stake, for us, is evolving and transforming our company to meet emerging challenges and extending our efforts to support the industry and society at large towards sustainable trajectories.



Planet and Resources

- Materials & Resources
- Energy Efficiency
- Renewable Energy
- Decarbonization

People & Community

- Employee Potential
- Diversity & Inclusion
- Human Rights, Health & Safety
- Sustainable Lifestyles & Community Impact

Economy & Finance

- Financial Growth
- Green Business
- ESG Portfolio

Technology & Innovation

- Built Environment and Mobility
- Customer Centrality
- Digitalization with Purpose

Future Milestones

The roadmap features some of the sustainability milestones we expect to achieve during 2020-2022, while a comprehensive list of planned activities can be found in our newly adopted Sustainability Strategy.

Building on a culture of holistic thinking and systems approach, we will seek to utilize available leverage points effectively while overcoming barriers to change. This will take place in addition to making incremental improvements.

2020

- Comprehensive energy management system & ISO 50001 certification
- Establish Annual Sustainability and Carbon Foot print reporting
- Launch an integrated and automated Sustainability Data Management System
- Adopt Resource Efficiency Index
- Across all companies

2021

- Launch sustainable Client
- Management Database
- Ensure that all customers enjoy the benefits of inclusive digitalization
- Strategically integrate sustainability into all new product developments

2022

- Launch Sustainable Lifestyles Program for employees
- Establish Sustainable Leadership Award
- Implement a standardized process for supplier screening

APPENDICES 13

List of Abbreviations
GRI Correspondence
Omissions
UNGC Correspondence
Limited Assurance Statement
Our Offices

Photo: Elsewedy SEDCO

APPENDICES

13

List of Abbreviations

A. AFCAC African Civil Aviation Commission
B. BOM Bill Of Materials
BOO Build, Operate, Own
BOQ Bill of Quantity
C. CFP Carbon Footprint
COD Commercial Operation Date
CPQ Configure, Price and Quote
CSR Corporate Social Responsibility
D. DCS Distributed Control System
E. EBITDA Earnings Before Interest, Taxes, Depreciation, and Amortization
ECMEI Egyptian Company For Manufacturing Electrical Insulators
EETC Egyptian Electricity Transmission Company
EPC Engineering, Procurement and Construction
ERP Enterprise Resource Planning
F. FiT Feed-in Tariff
FLA Fair Labor Association
FY Financial Year
G. GCC Gulf Cooperation Council
GHG Greenhouse Gases
GRI Global Reporting Initiative
GSP Group Standards for Procurement
H. HCM Human Capital Management
HQ Headquarters
HRMS Human Resource Management System
HSE Health Safety and Environment
I. IFRS International Financial Reporting Standards
ILO International Labour Organization
IoT Internet Of Things
IPP Independent Power Producer
ISO International Organization For Standardization
J. JICA Japan International Cooperation Agency
L. LCA Life Cycle Assessment
LTI Lost Time Injuries
M. MRP Material Requirements Planning
O. OHS Occupational Health and Safety
OHSMS Occupational Health and Safety Management System
OPGW Optical Ground Wire
P. PIP Pyramids Industrial Parks
PO Purchase Order
PQQ Prequalification Questionnaire
PR Purchase Request
PRM Partner Relationship Management
PSL Preferred Supplier List
PSP Power System Projects
PV Photovoltaic
R. REACH Registration, Evaluation, Authorization, and Restriction of Chemicals
RFID Radio Frequency Identification
RFQ Request for Quotation
ROHS Restriction of Hazardous Substances
S. SCADA Supervisory Control and Data Acquisition
SDGs Sustainable Development Goals
SFA Sales Force Automation
SLP Elsewedy Logistics Properties
SME Subject Matter Expert
SSC Supplier Score Card
STA Elsewedy Technical Academy
T. T&D Transmission and Distribution
TOA Table of Authorities
U. UNGC United Nations Global Compact
V. VIS Vendor Integrity Screening
VUCA Volatility, Uncertainty, Complexity, and Ambiguity

GRI Content Index

GRI SDG MAPPING SERVICE 2021

For the SDG Mapping Service, GRI Services reviewed that the disclosures included in the content index are appropriately mapped against the SDGs.

SDG	Target	Disclosure	Description	Page Number or Link
		GRI 101: FOUNDATION 2016		p. 6-7
		GRI 102: GENERAL DISCLOSURES 2016		
		102-1	Name of the organization	p. 1
		102-2	Activities, brands, products, and services	pp. 20,21,22,23,24,25,26,27,28,29, 30,31,32,33,34,35,36,37,38,39
		102-3	Location of headquarters	pp. 222
		102-4	Location of operations	pp. 38,39;222
		102-5	Ownership and legal form	pp. 126
		102-6	Markets served	pp. 40,41,42,43,44,41
		102-7	Scale of organization	pp. 12,13, 22,23,24,25,26,27,28,29, 31,32,33,34,35,36,37
		102-8	Information on employees and other workers	p.101
		102-9	Supply chain	pp. 20,21,22,23,24,25,26,27,28,29, 31,32,33,34,35,36,37,38,39
		102-10	Significant changes to the organization and its supply chain	pp. 22,23,82
		102-11	Precautionary Principle or approach	pp. 74,75,76,77,78,79,80,81; 164,165,166,167
		102-12	External initiatives	pp. 72,73
		102-13	Membership of associations	pp. 6,200,201,202,203
		102-14	Statement from senior decision-maker	pp. 8,9
		102-15	Key impacts, risks, and opportunities	pp. 54-55
	Target: 16.3	102-16	Values, principles, standards, and norms of behavior	pp. 20,21, 60,61, 66,67,68, 100
	Target: 16.3	102-17	Mechanisms for advice and concerns about ethics	pp. 80,81
		102-18	Governance structure	pp. 64,65,66,67
		102-40	List of stakeholder groups	pp. 44,45
	Target: 8.8	102-41	Collective bargaining agreements	p.101
		102-42	Identifying and selecting stakeholders	pp. 44,45,46,47

	102-43	Approach to stakeholder engagement	pp. 44,45,46,47
	102-44	Key topics and concerns raised	pp. 44,45,46,47
	102-45	Entities included in the consolidated financial state-ments	pp. 124,125,126,127,128,129,130,131
	102-46	Defining report content and topic boundaries	pp. 6,7,46,47
	102-47	List of material topics	pp. 48,49
	102-48	Restatements of information	p.7
	102-49	Changes in reporting	p.46
	102-50	Reporting period	p.7
	102-51	Date of most recent report	p.7
	102-52	Reporting cycle	p.6
	102-53	Contact point for questions regarding the report	p.7
	102-54	Claims of reporting in accordance with the GRI Stan-dards	p.7
	102-55	GRI Content Index	pp. 215,216,217,218,219
	102-56	External assurance	pp. 220,221
	GRI 103: MANAGEMENT APPROACH 2016		
	103-1	Explanation of the material topic and boundary	For all material topics: pp. 46-49, 56. In specific: **Business:** pp. 62-64, **Technology**: pp. 86-88, **People:** pp. 98-101, **Investors:** pp. 122-125, **Suppliers:**
	103-2	The management approach and its components	For all material topics: pp. 54, 60-61. In specific: **Business:** pp. 65-75, **Technology:** pp. 89-96, **People:** pp. 100, 103-119, **Investors:** pp. 126-127, **Suppliers:** pp. 157-161, **Environment:** pp. 165-171, 174-175, 178, 180-181, 188, 190-191, **Community:** pp. 194-203.
	103-3	Evaluation of the Management Approach	For all material topics: pp. 60-61, 77-83. Specific for particular topics: **People:** pp. 101-102, 116-121, **Environment:** pp.181-182.
	GRI 201: ECONOMIC PERFORMANCE 2016		
Target: 9.1	201-1	Direct economic value generated and distributed	pp. 126,127,128,129,130,131,132
	GRI 203: INDIRECT ECONOMIC IMPACTS 2016		
Target : 9.1 & 9.4 Target: 11.2	203-1	Infrastructure investments and services supported	pp. 133,134,135,136,137,138,139,140,141,142, 143,144,145,146,147,148,149,150,151,152,153

Target : 1.2 & 1.4 Target: 3.8 Target: 8.2 & 8.3 & 8.5	203-2	Significant indirect economic impacts	pp. 133,134,135,136,137,138,139,140,141 142,143,144,145,146,147,148,149,150,152 ,153,194,195,196,197,198,199,200,201,20
	GRI 205: ANTI-CORRUPTION 2016		
Target: 16.5	205-1	Operations assessed for risks related to corruption	pp. 80,81,82,83,84,85
	GRI 302: ENERGY 2016		
Target : 7.2 & 7.3 Target : 8.4 Target : 12.2 Target : 13.1	302-1	Energy consumption within the organization	pp. 172,173, see Omissions on p. 219
Target : 7.3 Target : 8.4 Target : 12.2 Target : 13.1	302-4	Reductions of energy consumption	pp. 172,173, see Omissions on p. 219
	GRI 305: EMISSIONS 2016		
Target : 3.9 Target: 12.4 Target: 13.1 Target: 14.3	305-1	Direct (Scope 1) GHG emissions	pp. 180,181,182,183,184,185,186,187, 188,189, see Omissions on p. 219
Target : 3.9 Target: 12.4 Target: 13.1 Target: 14.3 Target: 15.2	305-2	Energy indirect (Scope 2) GHG emissions	pp. 180,181,182,183,184,185,186,187, 188,189, see Omissions on p. 219
Target : 3.9 Target: 12.4 Target: 13.1 Target: 14.3 Target: 15.2	305-3	Other indirect (Scope 3) GHG emissions	pp. 180,181,182,183,184,185,186,187, 188,189, see Omissions on p. 219

GRI 306: WASTE 2020

Target: 12.4 Target: 12.5	306-2	Management of significant waste-related impacts	pp. 178,179
Target : 3.9 Target: 6.3 & 6.6 Target: 12.4 Target: 14.1 Target: 15.1	306-3	Waste generated	pp. 178,179, see Omissions on p. 219

GRI 401: EMPLOYMENT 2016

Target: 5.1 Target: 8.5 & 8.6 Target: 10.3	401-1	New employee hires and employee turnover	p. 101, see Omissions on p. 219
Target: 8.5	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	pp. 101,102,103,104,105,106,107,108,109,110, 111,112,113

GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018

Target: 8.8	403-1	Occupational health and safety management system	pp. 114,115,116,117,118,119,120,121
Target: 8.8	403-2	Hazard identification, risk assessment, and incident investigation	pp. 114,115,116,117,118,119,120,121
Target: 8.8	403-3	Occupational health services	pp. 114,115,116,117,118,119,120,121
	403-4	Worker participation, consultation, and communication on occupational health and safety	pp. 114,115,116,117,118,119,120,121
Target: 8.8	403-5	Worker training on occupational health and safety	pp. 114,115, 117,119
	403-6	Promotion of worker health	pp. 114,115
Target: 8.8	403-7	Prevention & mitigation of occupational health & safety impacts directly linked by business relationships	pp. 114,115,116,117,118,119,120,121
Target: 8.8	403-8	Workers covered by an occupational health and safety management system	pp. 114,115,116,117,118,119,120,121
Target: 3.6 Target: 8.8	403-9	Work-related injuries	pp. 114,115,116,117,118,119,120,121
	403-10	Work-related ill health	pp. 114,115,116,117,118,119,120,121

GRI 404: TRAINING & EDUCATION 2016

Target: 4.3 & 4.4	404-1	Average hours of training per year per employee	pp. 103,104,105,106,107,108,109,110,111 see Omissions on p. 219
Target: 8.2	404-2	Programs for upgrading employee skills and transition assistance programs	pp. 103,104,105,106,107,108,109,110,111
Target: 10.3	404-3	Percentage of employees receiving regular performance and career development reviews	pp. 103,104,105,106,107,108,109,110,111

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

Target: 5.1 & 5.5	405-1	Diversity of governance bodies and employees	102, see Omissions on p. 219

GRI 413: LOCAL COMMUNITIES 2016

	413-1	Operations with local community engagement, impact	pp. 194,195,196,197,198,199,200 201,202,203

Omissions

Disclosure	Description	Reason	Explanation and Corrective Action
103-3	Evaluation of the management approach	Information unavailable	Since this was our first materiality assessment, evaluation mechanisms have not yet been consistently established for all material topics. Within our new sustainability strategy for 2020-2022, we have set KPIs which will align with our new sustainability data management system, which will allow us to track and evaluate performance on each topic effectively.
302-1	Energy consumption within the organization	Information unavailable	
302-4	Reductions in energy consumption	Information unavailable	
305-1	Direct(Scope 1) GHG emissions	Information unavailable	Complete Information regarding those disclosures has been obtained for six companies within the group. We are working on ensuring monitoring and centralized reporting for all companies for the next reporting period.
305-2	Energy indirect (Scope 2) GHG emissions	Information unavailable	
305-3	Other indirect (Scope 3) GHG emissions	Information unavailable	
306-3	Waste generated	Information unavailable	
401-1	New employee hires and employee turnover	Information unavailable	There are currently data gaps in regards to regional statistics on gender and age distribution; however, we expect to close those gaps once our new sustainability data management system is established to be launched in 2020.
404-1	Average hours of training per year per employee	Information unavailable	There are currently data gaps in regards to breakdown by gender. We expect to close those gaps once our new sustainability data management system is established, expected to launch in 2020.
405-1	Diversity of governance bodies and employees	Information unavailable	Data currently collected internally in regards to age distribution differs from the one requested for this disclosure. We also do not yet have a breakdown by gender for governance bodies. We will address this with our new sustainability data management system, to be launched in 2020.
413-1	Operations with local community engagement, impact assessments and development programs	Information unavailable	Data currently collected only in regards to disclosure 413-1. For other data, we expect to close the gaps with our new sustainability data management system to be launched in 2020.

UNGC Correspondence

General Standards Disclosures For UNGC

Disclosure	Description	Reference/Section
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	pp. 80-85; 206-211
Principle 2	Make sure that they are not complicit in human right abuses	pp. 80-85
Principle 3	Business should uphold the freedom of association and the effective recognition of the right collective bargaining	pp. 80-85
Principle 4	The elimination of all forms of forced and compulsory labor	pp. 80-85; 114-121
Principle 5	The effective abolition of child labor	pp. 80-85
Principle 6	The elimination of discrimination in respect of employment and occupation	pp. 80-81
Principle 7	Business should support a precautionary approach to environmental challenges.	pp. 74-81; 164-167
Principle 8	Undertake initiative to promote greater environmental responsibility	pp. 164-191
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	pp. 164-191
Principle 10	Business should work against corruption in all its forms, including extortion and bribery.	pp. 80-85

Limited Assurance Statement

Independent auditors' report on the Elsewedy Electric Group Sustainability Report 2018-2019
To the Board of Directors of Elsewedy Electric

We have been appointed to perform a limited assurance engagement on the Elsewedy Electric Group Sustainability Report 2018 – 2019 (further – report) with the reporting period covering the years 2018 (from 1st of January to the 31st of December) and 2019 (from 1st of January to the 31st of December).

Directors' Responsibility

The Directors of Elsewedy Electric are responsible for the preparation of this report in accordance with the Global Reporting Initiative Sustainability Reporting Standards: Core option issued by GRI – Global Reporting Initiative.

The Directors are responsible for ensuring sufficient internal control for the preparation of a report that is free from material misstatements caused by fraud or error. Their responsibility includes the definition of methodology, reporting scope, assumptions and estimations, stakeholder engagement, materiality assessment, and the contents of the final report.

Auditors' Independence and Quality Control

We adhere to the principles of integrity, objectivity, competence, due diligence, confidentiality, and professional behavior.

We maintain a quality control system that includes policies and procedures regarding compliance with ethical requirements, professional standards, and applicable laws and regulations.

Auditors' Responsibility

It is our responsibility to express a conclusion about the compliance of this report with the requirements of the GRI Standards: Core option.

We conducted a limited assurance engagement based on our professional judgment, inquiries, document analysis, recalculations, and other relevant procedures, to obtain evidence sufficient to the scope of the assurance.

We have performed the following procedures based on documentation provided by Elsewedy Electric:

- Review and analysis of internal strategies, policies, procedures, reports, and statements
- Analysis and comparison of 2017 sustainability results with 2018-2019
- Auditing stakeholder engagement process and outcomes
- Analysis of the coherence and consistency of the materiality assessment
- Assessment of the final report and review of the GRI index in regards to compliance with the GRI Standards: Core option as listed in the report.

Conclusion

Based on the aforementioned procedures, nothing has come to our attention that would cause us to believe that the Elsewedy Electric Group Sustainability Report 2018 – 2019 has not been prepared in all material aspects, in accordance with the requirements of the GRI Standards: Core option.
We do not assume and will not accept responsibility to anyone other than Elsewedy Electric for the provided assurance and conclusion.

Dr. Abdelhamid Beshara
Founder and Chief Executive Officer
Masader, Environmental & Energy Services S.A.E

Cairo, June 9th, 2020

ENVIRONMENTAL AND ENERGY SERVICES
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About Us

Masader is an innovative interdisciplinary consulting, design, and engineering sustainability firm based in Cairo, aiming at leveraging positive impact across the MENA region and globally.

It specializes in Resource Efficiency, Sustainable Management of Natural Resources, and Integrated Sustainability Solutions. Since 2015, Masader has led 100+ projects across the areas of energy, environment, climate change & carbon footprint, circular economy, green building (LEED), as well as corporate sustainability strategies, reporting, and certification.

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